

Neil SQUIRE SOCIETY





Neil Squire Society Founder, Bill Cameron

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Message From the Chair of the Board

The 2015/16 year has seen some tremendous highlights for the Neil Squire Society. We continued to perform well on all aspects of our balanced scorecard measures of success and create many new inspiring and impactful stories. We hit some home runs with a TEDx Talk, a Google Award, record high financial results, a shiny new head office, and an invitation to attend the UN and OECD meetings with world leaders. All in all it was quite a year!

A strong foundation for the future...

One of the foundations of the Society's success is having an engaged base of contributors who share our passion for helping people with disabilities. Our employees, volunteers and partner employers all continue to show strong signs of enthusiasm and pride in the work we do together at the Society. Employee and volunteer engagement reached an all-time high this year at over 90%. A high level of engagement is critical to our success and is a foundational metric that positions us for future success.

At the same time, fundraising has become a material contributor in the ongoing funding of programs, resources and support for new initiatives at the Society. Fundraising also achieved a new record year in 2015/16 thanks to dedicated leadership and, of course, the generosity of our donors. Fundraising is a strategically important competency that the board and management have been working to develop as part of our long term strategic plan to reduce reliance on government funding to support programs and innovation. We are making great progress.

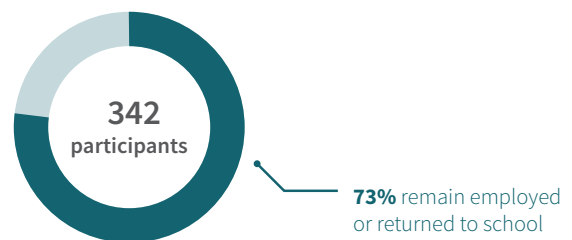
Solid program successes...

On a program level, in British Columbia, we are winding down the Employability program, and building

momentum with the new Technology@Work program which is profiled below.

Another big shift this year was the winding down of the Working Together (WT) program in March, which concluded with 342 participants, 73% of whom either remain employed or have returned to school – an excellent result that demonstrates the longer term positive impact of the wage subsidy model.

WORKING TOGETHER (WT)



On the heels of the WT program success this year we embarked upon the development of a new national program, Working Together with Employers and Enhancing Employability (WTEEE). Early indications are that this program will follow in the success of WT and prove to be a tremendous success in connecting employers and people with disabilities to create employment opportunities.

The Society also continues to work with industry to raise employer awareness through programs, like the Vancity Credit Union small business disability awareness training program.

A catalyst for change...

In addition to having a strong engagement, financial performance and great programs, the Society also continues to work with government and industry to

look for innovative new ways to support people with disabilities through technology.

One of the highlights this year was the Society successfully receiving a million dollar Google Award. This is an incredibly exciting program for the Society and we have profiled this story later in this report.

With the many sources of news and information available these days, sometimes it is hard to stay up to date on the latest innovations in technology/ accessibility/disabilities. To that end the Society has developed a news aggregator that provides a quick, one stop reference guide: "[Your Weekly Source for Assistive Technology, Accessibility, And Disability Related News](#)". It is truly impressive how much is going on in the world to enhance the lives of people with disabilities through technology.

In addition to having a strong engagement, financial performance and great programs, the Society also continues to work with government and industry to look for innovative new ways to support people with disabilities through technology.

Our very own Executive Director, Dr. Gary Birch furthered his leader status this year. Gary told his personal story through a TEDx Talk at BCIT.

Closer to home...

After many years at Lougheed Highway and Boundary, the society moved its head office this year a few blocks east to Lougheed and Gilmore on Henning. This was a terrific move for the Society's team with a newer office building, more natural light, and a lower cost than the prior location. Everyone loves it!

Despite our many successes this past year, and our continued focus on technology, the Society is fundamentally about the people – both the people we serve every day through the many programs that touch the lives of people with a variety of disabilities, as well as the many employees and volunteers that make that great work happen. Without their passion and dedication none of the many [success stories](#) would be possible. I urge you to read some of those heartwarming stories of our successes, and in so doing think about the Society's employees, volunteers, and donors that make them happen. On behalf of the Society I would like to thank management, employees, our donors and all the volunteers for their amazing contributions that made this another great year at the Neil Squire Society.



Drew Collier
Neil Squire Society, Board Chair 2015/16

Gary Birch Gives a TEDxBCIT Talk

On March 12, 2016, Gary Birch, Executive Director of the Neil Squire Society, was a speaker at TEDxBCIT in Vancouver. **Is Your Innovation Disabled?**, his perspective-bending talk, provides an insight into the great innovations that have been spurred by people with disabilities, and yet benefit all of us. This perspective can bring tremendous value to the workplace that hires people with disabilities.



Youtube Video:
<https://www.youtube.com/watch?v=0GL5r3HVAZ0>

'Is Your Innovation Disabled?'
by Gary Birch

Innovation hinges on seeing problems from a new perspective. But few would-be innovators have considered the profound perspective shift that comes with a disability. This perspective can bring tremendous value to the workplace that hires people with disabilities. Furthermore, it explores how innovation hinges on seeing problems from a new perspective. In fact, most of us simply compartmentalize disabilities as disadvantages. Prepare to get a new perspective on how to get a new perspective.

Technology@Work Program Launched



In May of 2015 we were awarded a contract for \$3 million dollars from the Government of Canada and the Government of British Columbia for the Technology@Work program.

The Technology@Work Program supports employment for people with workplace barriers in all regions of British Columbia who require Assistive Technology for employment or volunteer activities. This program helps individuals who are already employed, self-employed, or volunteering, as well as those who are about to start a new work opportunity. When Assistive Technology is a barrier to employment or volunteerism, Technology@Work helps determine and acquire the Assistive Technology that will meet the needs of the individual and the work situation.

The Technology@Work Program:

- Works with employees and their employers to find the best solution to removing a barrier in the workplace.
- Determines the Assistive Technology equipment, products, and services that will allow employees to better perform their job tasks.
- Provides training, if required.
- Navigates employees to other services and supports in the community to assist them in their employment situation.
- Provides the latest information about workplace Assistive Technology from our Resource Centre.

Please visit BCTechAtWork.ca for more information about this program.

TECHNOLOGY@ WORK PROGRAM



674 clients serviced

Working Together Program Launched

In October of 2015 we were awarded a three year national contract for \$10 million dollars from the Government of Canada's Opportunities Fund for People with Disabilities for the launch of a new Working Together program. This new program is a combination of two of our former programs — Working Together and Employ-Ability.

The Working Together program is a unique, comprehensive and participant centred program designed to help people with disabilities prepare for, obtain and maintain employment. It helps them develop the skills required to achieve their employment goals. Participants are provided with the opportunity to learn career and personal development and also have continuous support finding employment.

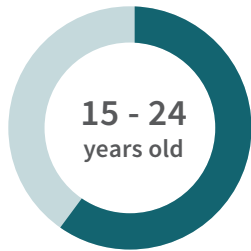
"We are excited to have this opportunity provided by the Government of Canada. This funding will help Canadians with disabilities demonstrate their abilities and value, thereby achieving long-term attachment to the workforce." Dr. Gary Birch, Executive Director of the Neil Squire Society.

Please visit our [Working Together](#) page for more information about this program.

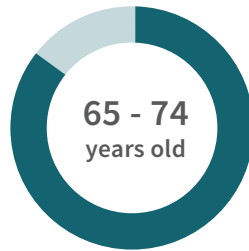


Neil Squire Society Programs Statistic

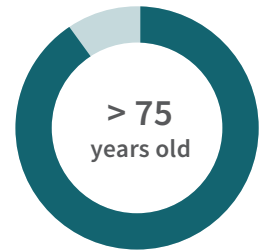
ASSISTIVE TECHNOLOGY (AT) USAGE BY PEOPLE WITH DISABILITIES



60% use at least one or more AT



85% use at least one or more AT



90% use at least one or more AT

Source: 2012 Canadian Survey on Disability (CSD)

DISTANCE COMPUTER COMFORT

45 clients
served (DLCC) in 6 provinces

334 clients (20 clients online)
served through the youth internship program



2981
total tutoring hours

1002
volunteer hours by 23 volunteers



COMPUTER REFURBISHMENT PROGRAM



116 computers provided



65 computers repaired



2500 hours of tech support to clients

COMPUTER COMFORT (BURNABY)



108 clients served (average of 40 clients active in the CC program)



2382 volunteer hours (tutoring, tech support, AT and admin support)



20 volunteers (including 3 youth volunteers and 2 high school work experience practicums)

The LipSync: An Evolution of Innovation

The Neil Squire Society has been researching and developing assistive technology solutions for decades. Through that research, some incredible innovations have been brought to market. One such product is the Jouse, which is itself an evolution of the early sip-and-puff device. Completed in 1995, the Jouse allows users with little or no hand control to manipulate a computer mouse with the use of a mouthpiece. The device is innovative yet simple, allowing users to manipulate left and right mouse clicks with either a sip or a puff of the device. The Jouse also features “Morse mode” which allows sips and puffs to be converted into Morse Code via specialized software.

Now, thanks in part to funding opportunities provided by Google.org through the Google Impact Challenge, which seeks to foster technological innovations in accessibility, the Neil Squire Society is in position to evolve its products once more.

We’re proud to introduce the LipSync, a next generation USB mouse emulation device which can be used in conjunction with any smartphone, tablet, or PC. The LipSync is smaller and more portable than its predecessor, and can easily be mounted to a desk or wheelchair. The mouthpiece is attached to a precision miniature joystick sensor that requires only a very slight pressure on the shaft in order to move the computer cursor up and down. Similar to the Jouse, the mouthpiece is hollow, and allows a person to perform taps or mouse button clicks by puffing or sipping into the tube.

But what makes the LipSync device truly unique is the approach that is being taken in its research and development. Rather than relying on traditional manufacturing and distribution models, the LipSync

has been designed to be open source, meaning that anyone can assemble it, take it apart, modify it, and re-write code. Many parts can be affordably sourced and portions can be made on a 3D printer. By taking this open source approach, we can engage hacker and maker communities around the world, allowing for collaboration and innovation to occur on an unprecedented scale, and ultimately make the Lipsync a more affordable and scalable solution.



The LipSync Prototype – As of right now, the LipSync connects via specialized USB cable, however, Bluetooth support is currently being researched.

We were very excited to have been invited by Google to introduce the LipSync during CSUN's International Technology Persons with Disabilities Conference, and share our plans at the Nonprofit Technology Conference in San Jose.

To learn more and get involved in this project, please see our [LipSync page](#).



Partnership with Resnet

The Neil Squire Society's Atlantic Region has formed a partnership with the Edmundston, New Brunswick, based non-profit organization, Resnet Inc. The partnership expands the Neil Squire Society's services to the North Western part of New Brunswick, offering employment-related services and assistive technology assessments and training to Resnet clients with a disability.

The Neil Squire Society helps Canadians with disabilities acquire and use assistive technologies, allowing them to pursue their employment and educational goals while becoming active members of society. A team of assistive technology and disability specialists at the Society's Atlantic Region offers these specialized, bilingual services in all of the Atlantic Provinces. In New Brunswick specifically, the Neil Squire Society offers specialized assistive technology courses, as well as various employment assistance programs, such as Working Together and Solutions for Employment. Through the Department of Post-Secondary Education, Training and Labour, the AT Helpdesk provides free services for all New Brunswickers who need support with assistive technology.

Since 2004, Resnet has been diversifying into a number of services, including specialized training. They offer a personal growth program to clients of the provincial Departments of Post-Secondary Education, Training and Labour and Social Development so they can return to the labour market on a permanent basis. Resnet offers Microsoft Office and Simply Accounting training to the general public, as well as to individuals accessing government programs and services. Since 2008, they have served individuals with learning challenges using tools such as Kurzweil, Inspiration, WordQ, and a computerized database.

The partnership between the Neil Squire Society and Resnet will offer individuals with a disability specialized assistive technology training sessions. The Society will assess individuals receiving services from the Department of Post-Secondary Education, Training and Labour and propose the assistive technology that best meets their needs. They will provide remote support for the instructor over and above the services offered by their AT Helpdesk.



(L to R) Charles Levasseur, Regional Manager, Assistance Technology and Learning Disabilities Specialist, Neil Squire Society; Julie Lavoie, Executive Director, Resnet Inc.; Beverly Grasse, Regional Manager/Employment Specialist, Neil Squire Society.

Summer Street Partnership



Julie Dignan, Employment Services, Summer Street and Beverly Grasse, Regional Manager/ Employment Specialist, Neil Squire Society

The Neil Squire Society’s Atlantic regional office recently partnered with Summer Street, located in New Glasgow, Nova Scotia. Summer Street’s programs provide education, independence, employment and pride of accomplishment. Their spectrum of services includes vocational, personal development, wellness, literacy, and employment. In-house social enterprises include catering and events, trophies, awards & corporate gifts, shredding and mail services.

Through this partnership we ran a pilot of our employment program and it was a tremendous success, so much so, that we will soon be opening an office in New Glasgow.

Summer Street recently held an awards night, with well over 200 people in attendance, and presented an award to the Neil Squire Society for our dedication and support for people with disabilities. This beautiful stained glass award was created by one of Summer Street’s clients for us.

Thank you Summer Street! We look forward to continued successes together.

Neil Squire Society on the Radio

In January, two Neil Squire Society staff member in New Brunswick appeared on "Don't dis-my-ability" with Shawn Smith on 96.5 JoyFM.

Kristine Johnston, Senior Case Manager was interviewed about the Neil Squire Society's Working Together Program, and Charles Levasseur, Regional Manager/ Assistive Technology and Learning Disability Specialist, was interviewed about Assistive Technology.

<http://www.neilsquire.ca/latest-news/dontdismyability/>

In March, Prairie Regional Manager, Nikki Langdon, appeared on CJME radio, Saskatchewan, Talk to the Experts. On the shows Nikki talked about the Society's Working Together Program and the Saskatchewan Job Fair.

<https://soundcloud.com/neil-squire/squire-show-mar26-seg-1>

We Have Moved!



On March 29, 2016 the Society's Head Office and Western Regional Office relocated just around the corner to 400 – 3999 Henning Drive, Burnaby, BC V5C 6P9

Sam Develops Confidence



When Sam joined the Employ-Ability Program (now known as the Working Together program) she had no road map for where she wanted to go. Sam, who has Asperger Syndrome and experiences anxiety and depression, had very clear ideas, but wasn't sure how to get there.

Sam was candid with Employ-Ability staff and participants about how her disability impacts her life. Sam struggled with confidence when speaking with others in a formal

setting. While practicing employment interviews, Sam worked with the Employ-Ability Facilitator to develop strategies to help her maintain eye contact.

The Wellness for Work topic on stress management proved to be beneficial, and Sam found the relaxation techniques helpful. Furthermore, her career research affirmed what she wanted to do. Sam's long term goal is to be a Professor of Archaeology. Though Sam has no background in archaeology, it has been an interest of hers since she was a child.

During her time in the Employ-Ability Program, Sam was able to break her goal down into small manageable steps. She completed her GED in December of 2014 and contacted a Professor of the anthropology department, about Archaeology program prerequisites.

In March of 2015, she applied to the University of New Brunswick as a mature student in the Bachelor of Arts program and pending acceptance will be attending in September 2015. Sam tells us that she learned how to build on her strengths and has developed confidence in her choices as a result of attending Employ-Ability.

Best of luck to you, Sam!

Ongoing Support Means Success for Kyle



Kyle has Attention Deficit Hyperactivity Disorder and severe learning disabilities. It's difficult for Kyle to maintain employment without a great deal of support. He requires lots of supervision and when he's taught new things, it's best to have tasks broken down into very simple steps until he masters them. Despite this, Kyle has been employed full-time as a Recycle Depot Technician at the Saskatchewan Abilities Council in Swift Current since July 2014. Without the incredible support of the Saskatchewan Abilities Council and the Neil Squire Society's Working Together Program he would find it very difficult to maintain a job.

Kyle works hard to do his best at work. The job has an immensely positive impact on his life. The job has enabled him to have his own apartment, and enjoy things like hockey games, race cars, and even holidays. *"He has more self-confidence to try things he would not have tried before with a little persuasion,"* shares Kyle's mother. *"People I work with are fun and very supportive in everything I do,"* says Kyle. *"My favorite part of the job is the people."*

Kyle's supervisor, Dale, has appreciated the ease of the ongoing support provided by the Working Together Program staff. It's this support which helps to ensure client success. According to Dale, the Saskatchewan Abilities Council has been so happy with the program that they have recommended it to other employers in the Swift Current area. *"We found the Working Together Program by accident when we were looking for funding programs for people with disabilities on the Internet,"* says Dale. *"It has been a really good find for us."*

Stephen Follows his Passion



Stephen was referred to the Neil Squire Society by his Ontario Works Case Worker. With a knee injury and hearing loss, Stephen was having difficulty finding employment. He had recently been working in a personal care capacity for a family member but was not interested in pursuing employment in this field in the long term.

Stephen is a long standing volunteer as a minor hockey coach, and is passionate about this type of work. In addition to volunteering as a hockey coach, he also facilitates a hockey camp in Sweden every summer.

When Stephen joined the Society's Employ-Ability Program (now known as the Working Together program) he did not have a career goal. He spent time doing some self-exploration to identify his interests and abilities and completed career research in various fields of interest. Employ-Ability Program Facilitator, Polly Beach, asked Stephen why he didn't look into running his own hockey camps in the Ottawa area, as a small business. It just wasn't something Stephen had ever considered.

Stephen is now working with another hockey enthusiast to start their own hockey program. He has started market research and with the support of Employ-Ability staff, is looking into additional resources for entrepreneurs. He will be attending workshops through Invest Ottawa to learn more about self-employment and the benefits and challenges of starting a business.

When Stephen talks about his goal of becoming an entrepreneur in a field that he is so passionate about, he shares that he couldn't have done it without the help of the Society's Employ-Ability staff.

Good luck, Stephen!

Wade Achieves his Employment Goal

At 67, Wade plans to continue working “as long as I am able,” and maintains his passion for “assisting other seniors and persons with disabilities within my community.”

Diagnosed with osteoarthritis, fibromyalgia, and reactive arthritis, Wade also has restless leg syndrome, migraine headaches, sciatica, and a bilateral hearing loss of 90%.

Despite his extensive volunteer experience in youth services, drug and alcohol counselling, crisis intervention, victim’s services and seniors peer support, Wade found his lack of formal education to be an additional barrier to employment. “I have no master’s degree, so... I am not ‘considered eligible’ to counsel persons with addiction issues.”

When he first heard about Neil Squire Society’s Employment Ability Program (now known as the Working Together program) from Kelowna Community Resources, Wade “wanted to return to work as a part time employee in the retail sales field or in some capacity as an Addictions or Seniors Counselor.”

Just months after becoming a Neil Squire Society client, the change in Wade’s attitude speaks for itself: “I feel more confident despite my disabilities and health issues. I am proving I have extensive sales and marketing experience and knowledge as a mature worker in performing my services to a respective employer.”

Wade recently achieved his employment goal. “I am currently employed part-time with Sigmadek Ltd. in Kelowna, BC as a Design Sales Agent. I assist homeowners across Canada in designing an awesome patio or sundeck for their enjoyment.”

Wade also found a way to put his counselling skills to use. “I am very passionate in working with the seniors

population and with persons with disabilities,” He now represents the Central Okanagan District as an Advisory Counsellor to the B.C. Seniors Advocate.

Wade comments that staff at Neil Squire Society’s Kelowna office were “instrumental in assisting me with finding suitable employment,” and “always willing to extend themselves to help me overcome my barriers, providing me with on-going friendly support... they are truly amazing folks!!”

Way to go, Wade! We are proud to have supported you.



"I'm Lucky to be Alive"

In 2007, Bhajan, who worked as a construction worker his whole life, was doing a routine roofing job when the ladder he climbed up slipped from the aluminium gutter it was resting upon, plunging him 20 feet to the ground. The accident left him with a C4/C5 spinal cord injury.

Computer Comfort Participant, Bhajan "Who knows how many times I went up and down a ladder in my life. I was always a safe person, but this one time..."



After the accident, he spent 10 days in ICU, 2.5 months at VGH, and a following 4.5 months at GF Strong Rehabilitation Centre. "I'm lucky to be alive and walking around," he says. The injury affects his whole body, but primarily affects the mobility in his right shoulder which took the brunt of the impact. Shoulder surgery proved to be unsuccessful and "I have to live with my life like this now," says Bhajan, who walks with crutches, and also uses a wheelchair when he needs to.

Bhajan heard about the Neil Squire Society from GF Strong and joined the Computer Comfort Program about a year ago. Bhajan immigrated to Canada from England in 1970 and in that time he's seen "a lot of technology

changes". Before joining Computer Comfort, "I didn't even know how to turn on a computer!" Bhajan, who's retired now, has a wife, children, and grandchildren, and he intends to keep practicing and learning, at the urging of his children.

"There are miles ahead of me," says Bhajan. "But I'm still learning. These guys teaching me are geniuses; they are very, very good. I'm learning how to use email, the internet, how to download. I'm a slow learner, but I'm enjoying it!"

John Lands Three New Positions

John entered the Neil Squire Society's Employ-Ability Program (now known as the Working Together Program) without a clear idea of what type of career he should pursue. The program helped him identify his skills and abilities, as well as occupations that might be a good fit for him. He has an innate ability to connect with people, thanks in part to his previous experience with non-violent communication skills. For John, finding a position where he could utilize this skill to help people became his main goal.



John, who's intelligent, articulate and picks things up very quickly, found himself with three new positions within a week of completing the Employ-Ability Program.

John gained a paid position with Community Outreach Vancouver, an organization that provides solutions with a positive impact. He also secured two volunteer positions, one with Vancouver Coastal Health, at their Pender

Street Needle Exchange, working as a Harm Reduction Coordinator in the downtown eastside, and another as a SMART group facilitator. The SMART group is an addiction support service where volunteers provide emotional support and social contact in a peer group setting.

But John hasn't stopped there, he plans on starting the Community Counselling program at Vancouver Community College this coming January.

Congratulations, John!

Government Funders

Opportunities Fund, Employment and Social Development Canada

Government of Canada

Office of Disability Issues, Employment and Social Development Canada

Government of Canada

Service Canada

Government of Canada

Social Development Partnership Programs – Disability Component, Employment and Social Development Canada

Government of Canada

Canada Summer Jobs, Employment and Social Development Canada

Government of Canada

Innovation, Science and Economic Development Canada

Government of Canada

Community Gaming Grant, Ministry of Public Safety and Solicitor General

Government of British Columbia

Ministry of Social Development and Social Innovation

Government of British Columbia

WorkSafe BC

Department of Post-Secondary Education, Training and Labour

Government of New Brunswick

Department of Education and Early Childhood Development

Government of New Brunswick

Social Development

Government of New Brunswick

WorkSafe NB

Ministry of Economy

Government of Saskatchewan

Major Donors

- Google.org
- Rick Hansen Institute
- SpencerCreo Foundation
- Social Research and Demonstration Corporation
- TD Canada Trust
- Vancouver Foundation
- Great-West Life, London Life and Canada Life
- Coast Capital Savings Credit Union
- RBC Foundation
- Community Foundation of South Okanagan
- Kaatza Foundation
- Vancity
- Borden Ladner Gervais
- Tetra Society of North America
- Hamber Foundation
- VanTel /SCU Foundation
- MPC Film
- Andrew Mahon Foundation
- BC Technology for Learning Society
- Nikki Langdon
- Farm Credit Canada
- Greg Pyc
- Canadian Foundation for Physically Disabled Persons
- Anonymous
- Don Danbrook
- Tim Sader

Donors

Myrna Anderson	Pat Fenner	Truong Nguyen
Beverly Asher	Radu Girboan	Olympic Industries Inc.
Rob Attwell	Beverly Grasse	Ronald Pepper
Autism Community Network	Darshun Hall	Colin Picard
Myrlane Ball	Pamela Hanson	Brian Pritchard
Bill Barrable	Cheryl Herbert	Munesh Raman
Sean Barry	Michelle Hickey	Alexandra Samuel
BC Technology for Learning Society	Rebecca Hollins	Ana Santos
Lindsey Bertrand	Pesel Hornstein	Froma Saxe
Gary Birch	ILLAHIE Foundation	Doug Seanor
Geoffrey Birch	Wesley and Lydia Jang	Trish St. John
Kenneth Birch	William Jeffries	Sylvis
Kirk Bridger	Yasmin Juma	Ron Taylor
Denise Brody	Rachin Kumar	Nathan Toevs
Margaret Cameron	Jason Kwan	United Way of Greater Toronto
Wing Kwan Chan	Mary Frances Laughton	United Way Ottawa
Robert Coard	Chad Leaman	Elijah van der Giessen
Drew Collier	Charles Levasseur	Renee van Doorninck
Tim Creech	Stephen Ly	Chris Wright
Patricia Deibert	C. Judith MacDougall	Cindybo Zhang
Elizabeth Dyer	Doug McMillan	
eBay	James Murphy	

Statement of Financial Positions

(As at March 31, 2016)

ASSETS		
Current	2016	2015
Cash	\$ 307,634	\$ 263,978
Restricted cash	168,750	174,526
Accounts receivable	774,161	296,579
Prepaid expenses	91,206	38,222
	1,341,751	773,305
Capital assets	73,811	276,982
	1 415,562	1,050,287
LIABILITIES		
Current	2016	2015
Accounts payable and accrued liabilities	\$ 532,402	\$ 243,888
Deferred revenue	736,206	473,412
Total liabilities	1,268,608	727,300
Net Assets	146,954	322,987
	1,415,562	1,050,287

Extracted from the complete Audited Financial Statements. Complete Audited Financial Statements are available through the Burnaby Office.

Statement of Operations

(Year ended March 31, 2016)

REVENUE	2016	2015
Contracts - Federal	\$ 2,182,106	\$ 7,396,237
- Provincial	1,464,153	1,748,809
- other	699,087	378,875
Services and training fees	1,870,280	1,245,265
Recoverable client equipment	1,173,546	--
Gaming	135,000	135,369
Donations - cash	42,405	108,005
- in kind	34,106	43,397
Interest and other	6,917	4,972
	7,607,600	11,060,929
EXPENSES	2016	2015
Salaries and benefits	\$ 4,292,495	\$ 4,378,965
Salaries and benefits - subsidies	135,435	4,424,049
Recoverable client equipment	1,106,120	--
Equipment, lease and maintenance - expenditures	258,938	485,402
- in kind	34,106	43,397
Rent	510,015	461,660
Client tuitions	253,381	278,426
Travel	241,480	227,579
Consulting and contracts	196,999	127,553
Telecommunications	119,585	129,246
Marketing and program development	104,742	118,937
Material and supplies	102,922	82,489
Professional development	72,194	90,439
Legal and audit	42,537	27,421
Vocational assessments and medical reports	28,311	10,624
Insurance	22,636	20,735
Other	13,253	15,572
Postage and courier	11,499	21,245
	7,546,648	10,943,739
Revenue over expenses before other item	60,952	117,190
Other item		
Amortization of capital assets	(78,353)	(56,940)
Write off of leasehold improvements	(158,632)	
Revenue over (under) expenses for the year	(176,033)	60,250

Extracted from the complete Audited Financial Statements. Complete Audited Financial Statements are available through the Burnaby Office.

Board and Committee Members

BOARD MEMBERS

Drew Collier, **Chair**
Judy Hutchins, **Vice Chair**
Dustin Paul, **Secretary**
Robert Coard, **Treasurer**
Don Danbrook, **Member**
Laurie Hill, **Member**
Geordie Cree, **Member**
Karyn Zuidinga, **Member**
Brian Pritchard, **Member**

EXECUTIVE MEMBERS

Gary Birch, OC, PhD, P.Eng., **Executive Director**
Greg Pyc, **National Operations Manager**

MANAGEMENT TEAM

Greg Pyc, **BC Regional Manager**
Nikki Langdon, **Prairie Regional Manager**
Cheryl Colmer, **Central Regional Manager**
Beverly Grasse, **Atlantic Regional Manager**
Charles Levasseur, **Atlantic Regional Manager**
Chad Leaman, **Director of Development**
Suzanne Wiens, **Director of Communications**
Harry Lew, **Research and Development Manager**
Ron Taylor, **Director of Finance**
Kelvin Leong, **National IT Manager**

COMMITTEE MEMBERS

EXECUTIVE COMMITTEE

Drew Collier, **Chair**
Judy Hutchins, **Vice Chair**
Robert Coard, **Treasurer**
Dustin Paul, **Governance**
Karyn Zuidinga
Geordie Cree
Gary Birch (ex officio)

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