

Neil SQUIRE SOCIETY



NEIL SQUIRE SOCIETY
2016 - 2017 Annual Report

Contents



Neil Squire Society — 30 Years Ago

The Neil Squire Society expanded across Canada in 1987, setting up offices in BC, SK, ON, and NB, thanks to funding from the federal government (\$3.4 million over 3 years).

The Neil Squire Society is committed to accessibility. If you would like to receive this report in an alternative or paper format please contact us at: info@neilsquire.ca

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Message from the Chair of the Board

The 2016/17 year was another milestone year for the Neil Squire Society. Our exceptional team met and/or exceeded virtually all our balanced scorecard goals that were set by the Board for the year. More importantly, and true to our Vision, the society supported and made a positive impact serving over 3,700 people with disabilities, more than ever before in the history of the Society. Something we are very proud of.

Some highlights for the year...

The WTEEE Working Together program, which is funded by the Opportunities Fund, continues to perform very well. We are either on track or slightly ahead of track to meet our obligations by the end of the 3rd year. This success is a testament to the team who have continued to refine and improve the program over the years, but also an indication of the market need and opportunity the program is addressing.

Fundraising activities were again a priority this year with solid fundraising results particularly in the government and corporate grants. Overall development targets were exceeded despite our Director of Development also leading the highly successful LipSync project. Money raised by the development office played a critical role in providing the organization with the opportunity to pursue exciting and important initiatives as well as significantly helping out the overall bottom line. Looking ahead, the addition of a new fundraiser, through the support of LIFT Philanthropy Partners, working specifically on non-government sources of funding is a very exciting endeavor and we can't wait to see how this might further enable the Society to

have ever greater influence and impact.

Speaking of impact, another one of our continued successes this past year was with the LipSync project and Makers Making Change – this is truly an exciting opportunity that has growing potential and the opportunity for even greater impact than we can currently imagine. It's one to watch!

As noted previously, the number of People served continues to show truly amazing results and something to be proud of. We will continue to look for opportunities to partner with likeminded organizations to better serve the Ontario (GTA) and Quebec (Montreal) markets and we hope to make positive inroads in the next year. As many as 3,700 people served is a new record for the Neil Squire Society, and yet it is barely scraping the surface of the potential to serve people with disabilities in Canada.

Once again Dr. Birch's leadership continued to reach far beyond the Society this year. He presented a keynote at the BC Professional Engineering Association's AGM and a keynote at the Nova Scotia government's annual conference in celebration of the UN day of persons with disabilities. Dr. Birch also remains very active on committees and specific consultations both provincially and federally. This past year in fact has been particularly busy with the first phase of the new Federal Accessibility Act, and the widespread public, and by invitation only, consultations that took place. He was also highly engaged with the CRTC and Elections Canada. Dr. Birch is truly Canada's leading authority on accessible technology.

While there is still some uncertainty to the outcome of some of the broader impacting government and industry partnerships we worked on this past year such as the Federal Accessibility Act and CRTC/Telus Accessibility Gateway project, there is clearly great momentum building around Neil Squire being recognized as a catalyst for change in Canada and beyond.

As we look ahead we continue to see unprecedented technology change in our world. We are actively explore opportunities to partner with industry and government on initiatives such as autonomous vehicle, smart cities, mobile devices, shared and/or autonomous transportation, smart devices such as e-wheelchairs, as well as exploring the ever increasing potential of digital connectedness through communications and social media. The future is bright and the Neil Squire Society is well positioned to play an important role in creating a world of accessible technology.

Finally, at the Governance level, I am pleased to see the Board is highly engaged, we are seeing the benefits of our governance framework review, have a solid planning methodology and much improved risk assessment and management. Recently we also received good feedback through a review conducted by LIFT Philanthropy Partners that validated the work undertaken to improve Board/Management relations and governance. The year ahead will welcome in a new Board Chair and other fresh minds joining the Board and Advisory committees. Having renewed ideas and energy is exactly what the Board needs to maintain its momentum.

In summary...

While we often talk in terms of balanced scorecards, programs, government grants/contracts, industry

partnerships, and good governance, ultimately the true test of the Society's success is in the people we serve and the difference we make in their lives and those closes to them. As always I would encourage you to check out some of the [personal stories](#) that we have helped create over the past year. I am constantly inspired by these amazing stories of courage, innovation and dedicated support towards our Vision of Economic and Social Inclusiveness for all people with disabilities.

Of course without the passion and dedication of our many employees and volunteers none of this would be possible. 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 2016/17

Dr. Gary Birch Co-Chairs Roundtable 3 at the 9th Session of the Conference of State Parties at the United Nations



JUNE 13, 2016 – On June 13th, Neil Squire Society Executive Director, Dr. Gary Birch, co-chaired Roundtable 3: *Enhancing accessibility to information and technology and inclusive development*, at the [9th session of the Conference of States Parties](#) (COSP) to the [Convention on the Rights of Persons with Disabilities](#) (CRPD). Mr. Paweł Radomski, Deputy Permanent Representative of Poland to the United Nations co-chaired with Dr. Birch.

The conference took place from June 14-16, 2016 at the [United Nations Headquarters](#) in New York City, New York, and was held under the theme “Implementing the 2030 development agenda for all persons with disabilities: Leaving no one behind”. Dr. Birch was nominated by the [Council of Canadians with Disabilities](#) and selected by the Civil Society Coordination Mechanism, which comprises a number of organizations of persons with disabilities, NGOs, and other stakeholders. He represented civil society around the world at this Roundtable.

Dr. Gary Birch Participated in OECD Ministerial Meeting on the Digital Economy: Innovation, Growth and Social Prosperity

JUNE 20, 2016 – Dr. Gary Birch, Executive Director of the Neil Squire Society was invited by [The Honourable Navdeep Bains, Minister of Innovation, Science and Economic Development](#), to participate in the [OECD Ministerial Meeting on the Digital Economy: Innovation, Growth and Social Prosperity](#). The Ministerial meeting took place from June 21-23, 2016 in Cancun, Mexico.

Minister Bains was one of five Vice-Chairs supporting Mexico as Chair. The OECD meeting provided an opportunity to gather with domestic and international colleagues to reinforce the importance of digital transformation, internet openness, and cyber resilience for economic growth and innovation.

Dr. Birch leads the work of the Society's R&D group and is currently a member of no less than 14 active committees that have mandates from social inclusion to active professional standards organizations. This work goes towards helping governments, professional bodies and other agencies in their understanding of the needs of people with disabilities. Dr. Birch's input is sought at every level and every sector in our economy and covers such areas as tax measures for people with disabilities; Elections Canada; federal labour market advisory boards; the BC Ministers Council on Employment and Accessibility; the BC Centre for Employment Excellence Steering Committee and many more.

The mission of the OECD is to promote policies that

will improve the economic and social well-being of people around the world. The OECD provides a forum in which governments can work together to share experiences and seek solutions to common problems. The 2016 Ministerial meeting builds on two previous OECD Ministerial meetings on the digital economy and will mark another pivotal point in the evolution of the digital economy, one in which the economy is in fact becoming fully digital.



Cumberland House Wins Award with Help from the Neil Squire Society



PHOTO COURTESY OF CUMBERLAND HOUSE MARKET GARDEN AND FARM FACEBOOK

JUNE 23, 2016 – In June, with the help of the Neil Squire Society’s [Working Together](#) program, the [Cumberland House](#) Market Garden and Farm won a [Regional Centre of Expertise](#) sustainability award.

The award, which goes to projects that make Saskatchewan a more sustainable place to live, was handed out at the [8th Annual Education for Sustainable Development Recognition Awards](#) by

[Lieutenant Governor of Saskatchewan Vaughn Solomon Schofield](#).

Recently, the Market Garden hired eight persons with disabilities with the help of a wage subsidy from the Working Together program.

These employees are responsible for planting and seeding, harvesting, and marketing of the produce.

The Market Garden, which sells its produce, helps offset the high cost of food in Northern Saskatchewan and produces healthier food options

for locals, while promoting a self-sustainable community. Cumberland House is home to roughly 2,000 Aboriginal, Cree, and Metis people. Operated since 2012,



LEFT: The garden before the Neil Squire Society-Cumberland House partnership.



PHOTO COURTESY OF CUMBERLAND HOUSE MARKET GARDEN AND FARM FACEBOOK

the garden is known for its strawberry crops, and has a wide variety of fresh fruit and vegetables, from cantaloupes to tomatoes. This year, they are planning on expanding their potato harvest.

However, the Market Garden isn't the only program assisted by the Neil Squire Society in the community located nearly 450 km north of Saskatoon.

10 persons with disabilities have been hired in Cumberland House through Working Together for a new community beautification project. These employees will go around the community doing tasks including cleaning up yards, getting rid of hazardous materials, completing repairs, and painting houses for homeowners who provide paint.

ABOVE: The garden after the Neil Squire Society-Cumberland House partnership.

Media Day: Workplace Accommodation and Open House

SEPTEMBER 15, 2016 – On September 15th, in support of [September Disability Employment Month](#) in British Columbia, [Surrey WorkBC](#) and Neil Squire Society partnered together to provide an introduction to workplace accommodation and open house for members of the media. We were thrilled to be joined by Richard T. Lee, MLA for Burnaby North who received an overview of what an assistive technology assesment entails with our Occupational Therapists and Assistive Technology Specialists.





Media had a chance to speak one-to-one with occupational therapists and assistive technology specialists to find out what's involved with an assistive technology assessment, how employers can benefit from hiring people with disabilities, and to learn all about the Neil Squire Society's [Technology@Work](#) program. They also had the chance to speak to a Surrey WorkBC representative to learn about the breadth of free services available to employers and people with disabilities.

Community Knowledge Exchange



YVR

The goal of the CKX City Series is to spark fundamental shifts in how we build and share knowledge in the pursuit of social change.

NOVEMBER 17, 2016 – On Tuesday, November 22nd Neil Squire Society’s Director of Development, Chad Leaman, was one of seven speakers at the [Community Knowledge Exchange \(CKX\) City Series: Vancouver](#) at Science World.

Chad presented as one of seven “*Shift Disturbers*,” people who are “*more than just experts in their field or talking heads behind a podium. They’re curious. Innovative. Maybe even rebellious. Their ideas, work and results are busting through the status quo and leading to real change in their communities.*”

Chad spoke about connecting makers, student groups and other skilled volunteers to those in need, and to remove barriers to social inclusion. Chad had the opportunity to share the stage with the [Vancouver Foundation](#), a community partner of the event, who have been tremendously supportive of the Neil Squire Society’s efforts in British Columbia. Vancouver Foundation is helping us put not only the [LipSync](#) into people’s lives, but also other emerging open source assistive technology hardware. They’re a key supporter of our work and growing our outreach, so we’re excited that Chad will be sharing the stage with them.

Gary Birch Attends Accessible Canada Consultation

NOVEMBER 28, 2016 – Neil Squire Society Executive Director, Gary Birch, attended the Accessible Canada consultation at the Vancouver Convention Centre on November 26th. Gary spent the day listening to presentations and also provided opening and closing comments. He had the pleasure of sitting next to [The Honourable Carla Qualtrough](#), Minister of Sport and Persons with Disabilities



Canadians, communities and workplaces benefit when everyone can participate equally in everyday life. There has been much progress in making our society more inclusive, but we can do better.

This is why the Government of Canada is committed to developing new planned accessibility legislation to promote equality of opportunity and increase the

inclusion and participation of Canadians who have disabilities or functional limitations.

Many Canadians continue to face barriers that affect their ability to participate in daily activities that most people take for granted.

These could include:

- physical and architectural barriers that impede the ability to move freely in the built environment, use public transportation, access information or use technology;
- attitudes, beliefs and misconceptions that some people may have about people with disabilities and what they can and cannot do; and
- outdated policies and practices that do not take into account the varying abilities and disabilities that people may have.

In developing this new legislation, the Government of Canada is consulting Canadians both in person and online.

All Canadians are encouraged to take part in the consultation process, either by attending an in-person session or by participating in the online consultation. For the most up-to-date information on in-person venues and dates, and to participate online, please visit Canada.ca/Accessible-Canada.

Hands on with Google Analytics Webinar

NOVEMBER 28, 2016 – In November, Nina Cruz and Elena Czubiak from the [Google for Nonprofits](#) team conducted a webinar on Google Analytics. The webinar was coordinated by the Youth Internships

Program (YI), a national initiative by Innovation Science and Economic Development Canada (ISED) and funded through the Government of Canada's Youth Employment Strategy (YES).

AMI Inside: Ability Starts Here



JANUARY 13, 2017 – In January, Executive Director, Dr. Gary Birch was the keynote speaker at the Ability Starts Here symposium in Halifax, Nova Scotia. The event, focused on inclusive education and employment, is designed to promote a more accessible culture by stimulating meaningful dialogue between employers, educators,

service providers and the government.

Watch the [Accessible Media Inc \(AMI\) Inside](#) episode on the [Ability Starts Here Symposium](#). Dr. Gary Birch's talk "Innovative Technology – Taking a Fresh Perspective" starts at 9:15.

Access Makeathon



JANUARY 27-29, 2017 – Inventors, Creators, Hackers, and Change Makers came together at our hugely successful 48 hr Access Makeathon which took place in Vancouver from January 27 – 29.

Over 48 hours, people with disabilities connected with teams of makers who built open source assistive technologies that directly addressed their needs. It was an opportunity for makers to apply their

knowledge and skills to address a real world need. The goal was for each team to help a person leave the event with a working prototype that improves their quality of life.

ABOVE: Makers busy prototyping and testing their creations during the 48 hour event



This event was organized in partnership with [Rick Hansen Foundation](#), [SFU's School of Interactive Arts and Technology](#), [Tech Soup](#), [NetSquared](#), [Tom Global](#), [UBC Women in Engineering](#), and [UBC Young Women in Engineering and Science](#).

#BCTECH Summit and Monday Makeathon

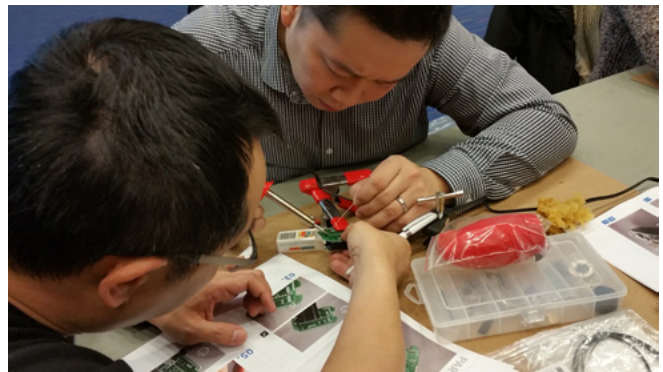


We had 12 groups making LipSyncs out of kits of supplies that we had assembled prior to the event; BELOW: The groups used our instruction booklets and supplied us with valuable feedback that we will use to improve our instructions.

MARCH 13-15, 2017 – On Monday, March 13th, we hosted the #BCTECH Summit pre-summit [Monday Makeathon](#). 12 kits of supplies were handed out to groups of makers who attempted to build LipSyncs based on the instructions we provided – an assembly manual that is [available on our GitHub page](#).

It was our first event where groups of makers focused on building LipSyncs, specifically to our instructions. It was a good trial run to see how easily makers could follow our instructions and build a LipSync.

By the end of the day – a four hour event – we had two LipSyncs fully completed, and the rest were nearly done. We received some great feedback on our instructions.





RIGHT: Our client Lorraine, took home a LipSync after the Monday Makeathon;

BELOW: Jim Ryan, the captain of the Wake Up Honey team at the Access Makeathon, modelling the LipSync on the Project Wearable Runway.

On Tuesday and Wednesday, at the #BCTECH Summit with over 5,000 people in attendance, we had a booth in the Innovators Corridor. We shared space with the winner of the [Access Makeathon](#), the “[Wake Up Honey](#)” team, who used a modified LipSync device for their solution.

We got to show off the LipSync at the Project Wearable Runway – where a variety of innovators got to show off wearable technologies – near the closing of Wednesday’s activities.

Watch our new LipSync video: <https://youtu.be/AswI6QrCb7w>



A New Light for Laurentia and Silviya at the BC Christian Academy

BURNABY, BC – The [BC Christian Academy](#) is a junior kindergarten to Grade 12 Interdenominational private school in the Greater Vancouver area, which draws students from the tri-cities area and throughout the Lower Mainland. They have 64 employees and have been operating since 1992.



Recently, they started a new program and needed to hire some additional staff.

“Through the [Neil Squire Society’s] [Working Together](#)



program, we were able to create two new positions to help in the overflow of work and new duties,” shares Rosie Shen, Business Administrator at the BC Christian Academy.

Laurentia has scoliosis of the spine. Throughout her childhood she attended medical gymnastics to strengthen her back muscles and found it didn’t bother her too much. However, after two pregnancies, she began to feel pain in her back and between her shoulders. She saw a specialist, but didn’t see any significant results. “*The pain is there; it’s a diffuse pain which bothers me all the time,*” says Laurentia. “*I can’t make major moves, can’t stay long in a seat or standing [position], and can’t carry heavy things.*”

Laurentia immigrated to Canada in 2014, but even with a Bachelor’s Degree in Social Work and experience working with children, she was having difficulties landing a job. “*I think that was because I didn’t have experience here even though my studies were fully recognized here,*” she explains. Despite this, Laurentia volunteered her time as a Settlement Worker with the [Immigrant Service Society of BC](#), and as an event organizer for seniors at the [Royal Crescent Garden](#) in Maple Ridge.

Silviya has a hernia on her neck which affects her ability to balance. “*I wasn’t able to drive for about three years to work or to do daily duties,*” Silviya

notes. *“I needed a lot of help from my parents. I wasn’t able to do a lot of things by myself.”* Silviya underwent physiotherapy and received treatment which made her feel better, but lifting heavy things causes her neck pain.

With a degree in marketing and 15 years of experience in that field, Silviya’s goal was to find a job that responded to her skills and experience. Silviya was a parent volunteer at the BC Christian Academy for three years and it was through volunteering that she found out about the Neil Squire Society.

The Society’s Program was the perfect fit for both women. For Laurentia, it offered her the opportunity to gain the experience she needed in Canada. Through the program, Laurentia was hired as a Special Education Assistant where she provides assistance in supervision, care, and instruction of special needs students. This position has greatly increased her confidence *“because I can use my skills and competences.”*

Silviya now works as an Office Assistant at the school. She works in the marketing department, helping with events preparation, and assists with new student registration. *“I feel very good here in the school. I’m positive about my job. I love the place, the school and the people here,”* says Silviya. *“I am working with a lot of passion.”*

“Both candidates we hired are very strong in their organizational skills, which has been a great help to us,” explains Rosie. *“They are quick in learning any task given to them and work fast and reliably.”* Laurentia and Silviya had limited experience in their new positions; however the Working Together Program provided both the school and the new

employees the time to train them. *“No special accommodations were needed,”* Says Rosie. *“It has been a pleasure working with the team at Neil Squire where they make the process of hiring someone fast and efficient,”* says Rosie. *“They are very helpful and quick in responding to our needs, questions and challenges.”*

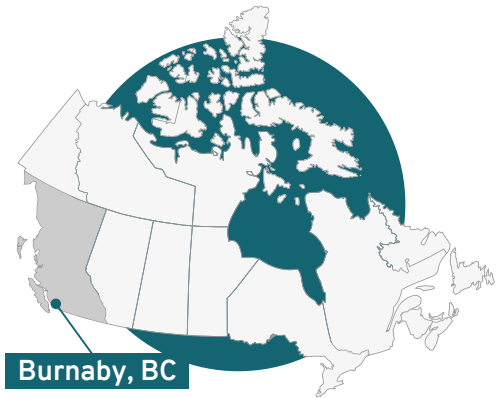
“This program is amazing and for me it fits perfectly. I hope other people will benefit through this program, and I will recommend warmly to anyone,” says Laurentia.

“My life is very different now,” shares Silviya. *“Serving in the school makes me so positive that I am serving people. This was the most important to me – to find a job where I can serve with my knowledge and skills and help people.”*

A Win-Win for Employer and Employee

BURNABY, BC – The Neil Squire Society’s [Working Together](#) program has helped bring additional value to [Cymax](#), a Canadian high tech e-commerce furniture company. Cindy Martin, Director of People & Culture at Cymax, has become an advocate of hiring people with disabilities, *“I am confident this is the beginning of a long business partnership between Cymax and the Neil Squire Society.”*

At the beginning of the hiring process, Cymax made it clear that the company’s mandate was to only hire the best candidate for the job. Cymax recently hired Sherri through the Society’s Working Together Program, who is now working as an Online Merchandising Associate. Sherri experiences back



pain which increases with stress, but the skills Sherri offered to contribute to the workforce far outweighed her one barrier.

Sherri is a happy employee working at Cymax and is looking forward in growing within the company. *“I would like to grow within Cymax. If I can get certificates or training that they need in Cymax, I would like to participate and go through the company. I really like the environment here and the people I am working with.”*

Cymax evaluated the collaboration with the Neil Squire Society as a smooth and seamless hiring process. Cindy expresses her delight with her new co-worker, *“Sherri has been a wonderful addition to our team. She’s enthusiastic about her work, has excellent quality with minimal errors and also gets involved in some of our work social events as well. She’s been a great team member! It’s difficult to find enough qualified candidates to meet our recruiting needs.”*

Cymax focuses on a person’s ability, not their disability, which is key to tapping into a hidden market of qualified job seekers. *“One of the things we are struggling with is finding qualified skilled employees,”* says Cindy. *“Working with the Neil Squire Society helps us find talented people and fill our business needs.”*

Cindy and Sherri recently shared their experience on Roundhouse Radio, [listen to the interview here](#).

A Fresh Perspective for Karen and Quyen

OTTAWA, ON – Karen LeRoy, owner of [Alta Vista Flowers](#), brings a fresh perspective to the shop as she found her passion for the industry while at a crossroads in her own career. Having re-married in 2004 to the shop's owner, Karen decided to join the business as co-owner in 2005.

It was this fresh perspective that allowed Karen to hire Quyen as a floral assistant, whom she describes as “*lovely, hard-working, and organized.*” Karen was



originally introduced to Quyen through another service provider, [Performance Plus Rehabilitative Care](#) (PPRC), who are part of the Ottawa-based [Employment Accessibility Resource Network](#) (EARN), along with the Neil Squire Society. EARN brings employers and service providers together to increase employment opportunities for people with disabilities.



PPRC recognized that collaborating with the Neil Squire Society's [Working Together](#) program would create the perfect design for employment success. Karen describes that once she saw that Quyen was accomplished in so many areas, she was convinced that she simply had to hire Quyen and *"try it out."* Quyen has Cerebral Palsy, and explains that the most challenging part is the effect it has on her speech and hearing. *"As far as my ability to do things though, it doesn't affect me much."* Quyen is studying accounting at [Algonquin College](#) and her goal was to find summer employment to save enough money to pay for her tuition. She is happy to report that she will continue to work part-time with Karen once school starts again this fall.

Karen notes that the Working Together program allowed her to hire an *"extra person that enables her to be prepared for orders,"* and it has increased the capacity of her business. Any fears about *"things not working out"* quickly subsided as she could simply pick up the phone and talk to the Working Together Job Developer about how to best support Quyen.

There were no specific accommodations required. However, the employer already makes use of anti-fatigue mats, stools and height adjustable tables to offset standing for extended periods of time. Quyen shares that one of her favorite duties involves trimming the leaves and cleaning the flowers to make them last longer. *"I've learned a lot about flowers and what they need. I didn't know a lot about that before."*

"Quyen has added value to the business and the team culture," says Karen. Quyen has recently contributed an article to the [Alta Vista Wedding Flowers](#) blog, and also manages the web content and recently photographed and uploaded images of the wedding

rental inventory to the company website. Quyen also handles the majority of the wire service orders and since taking this task on, *"orders have been more streamlined and accurate."*

Karen describes hiring Quyen as a *"positive experience for all"* on the team. The staff love Quyen and the enrichment doesn't end at closing time. Quyen joins two other staff members for training in Floral Design Basics twice weekly. This has lent itself to comradery and an increase in the cohesion of the team. The next social plans are underway, with the team coming together for guided meditation, vegetarian cuisine and a paint night with proceeds of the sales being donated to an education fund for a fellow staff member.

Quyen describes her life as *"busier"* since obtaining her current position. While her plans for the future are to secure full-time work in accounting, she has found a home at Alta Vista Flowers. Like Karen, Quyen has found a new passion.

A Wonderful Opportunity for Braeden and Melissa



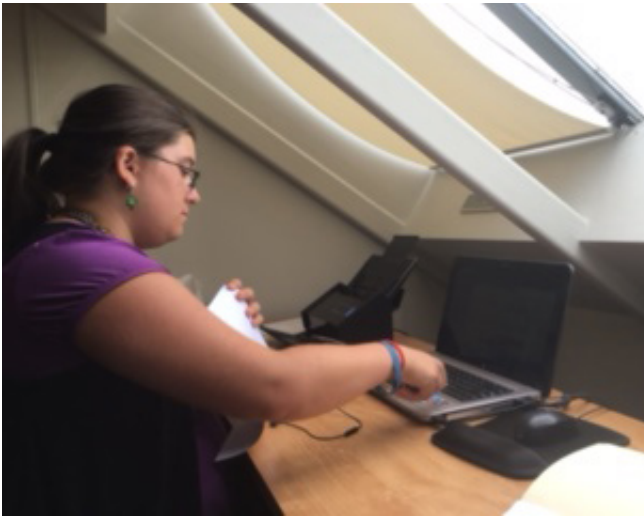
PENTICTON, BC – With the help of the Neil Squire Society’s [Working Together](#) program, the [South Okanagan Women in Need Society](#) (SOWINS) were able to grow their staff and get much needed work done that they wouldn’t have otherwise had the resources to do.

Established in 1981, SOWINS is a non-profit organization that works to prevent the abuse of women and children, raise awareness of the effects of abuses and works to support those overcoming the impacts of abuse. Serving the South Okanagan region, an area covering roughly 4000 square miles,

SOWINS offers shelter and programs for women in crisis.

“Thanks to the Working Together wage subsidy we have been able to start the process of going paperless by scanning all of our documents. Some of them go as far as the creation of the Society [. . .], and there’s always the risk of losing the information due to the ink fading,” says SOWINS receptionist Veronica, who supervised the employees. *“Without the wage subsidy, we wouldn’t have been able to hire someone to complete this task.”*





With Working Together, SOWINS was able to give two capable students a wonderful opportunity. Braeden and Melissa both have Autism, while Melissa also has ADHD.

For Braeden, it was his first paid job and he learned to work independently.

“Braeden has been a great asset to our organization and we feel very lucky to have the opportunity to have him working,” says Veronica. “Braeden is very focused and has an amazing attention to detail. He’s also very polite, punctual, confident and dependable. He required no supervision, and whenever he had a doubt, he would ask and make sure he had all the information necessary to continue working.”

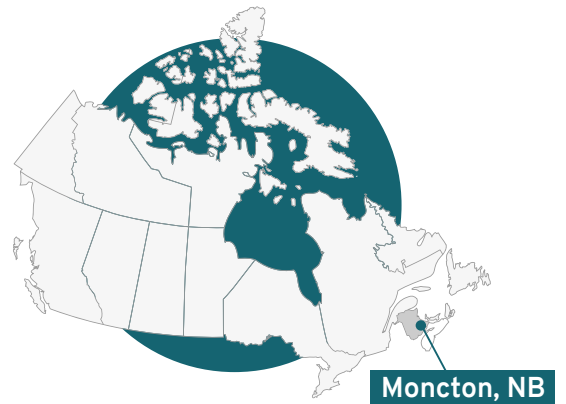
For Melissa, who wants to be a teacher, it gave her much needed financial independence, affording her to buy a new phone. It also got her adjusted to the schedule of a regular workweek, preparing her for a future career.

“She has required very little supervision, and since she was already computer literate, she only needed to be shown how the scanner and system work,” says Veronica. “She’s a fast learner and dedicated.” Veronica *“absolutely”* recommends the Working Together program for other business looking for employees.

“We also feel very lucky to be able to give the opportunity to a person with disabilities to gain employment experience and help [them] prepare for future employment opportunities.”



Working Together Helps Harvest House Serve People with Addiction and Mental Illness



Moncton, NB

MONCTON, NB – When one defines “disability,” addictions and mental health issues are often overlooked. The reality is that addictions and mental health issues are illnesses that affect people’s abilities and create barriers to employment. Harvest House is a non-profit agency in Moncton, New Brunswick that serves community members who struggle with drug and alcohol addictions, mental illness, anger issues and homelessness.

They have served the city of Moncton for over 19 years, growing to provide services such as an emergency shelter, a community center, and step-up housing. Harvest House has thirteen full time employees, six working part time, as well as three or four staff working on grants.

Harvest House has collaborated with the Neil Squire Society’s [Working Together](#) program in order to empower some of their clients who have availed of their services with much success. One thing that was missing from their lives was employment – something that is harder to achieve if you have a criminal record or if you don’t have permanent housing, in addition to addictions and/or mental health issues.

With the Working Together program, Harvest House was able to continue to work with these clients to develop skills related to employment, while

continuing to support them as they take on this new challenge and next step in their journey. They were pleased that they have been able to help their clients build on their skill sets, add experience to their resumes and provide employment to clients who may not be able to get a job elsewhere and who are always appreciative of the opportunity.



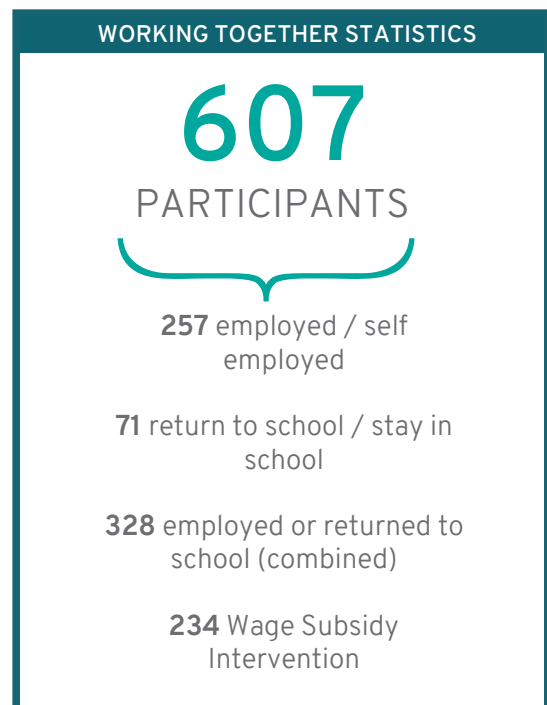
Additionally, because Harvest House is a non-profit agency, having additional funds for employment allows them to use more funds towards services for our community – a benefit not only to those employed through Neil Squire Society, but to all who use Harvest House services.

One such client to find success with Harvest House and the Working Together program is Bruce. Bruce participated in Harvest House’s [Addictions Recovery](#) program and lived in the [Step-Up Housing](#). He also suffers from ongoing neck pain after breaking his neck in 2012 – something he is able to manage on his own. Bruce has always enjoyed working with his hands and his work experience includes a background in carpentry and maintenance work as well as mechanics and masonry. He had been unemployed and looking for work for eight months prior to his involvement with Harvest House.

Bruce began work by volunteering at Harvest House and later heard that there could be an opportunity for employment with the help of the Neil Squire Society’s Working Together Program. Through the Working Together Program, Bruce has been employed as a Supervisor of the Step-Up housing program where he oversees maintenance work and

renovations in the houses that provide safe, clean and stable housing for 32 people in the community. He is thankful that Neil Squire Society helped him to get a paid position doing what he loves. He finds it rewarding to see the results of his handy work and gets to work alongside his wife.

“Don’t give up,” says Bruce. “There are people in the city that can help. Thank you Neil Squire.”



Evan Finds Hope and a New Job with Working Together

REGINA, SK – Evan had spent a lot of time bouncing around from one temporary position to another. The process was making him frustrated, and he was feeling overwhelmed explaining to potential employers his accessibility needs. Despite a post-secondary diploma in Business Accounting, Evan just wasn't finding anything that suited his needs.



The situation was beginning to look hopeless when a friend suggested that he visit the Neil Squire Society's Prairie Regional Office in Regina, Saskatchewan. Evan did so, and immediately enrolled in the [Working Together](#) program.

Evan was born with spina bifida and uses a wheelchair. After he had received his diploma, he worked a couple of work terms as part of his education requirements.

Once he started working with a job developer, his opportunities began to open up. Evan constantly practiced his verbal and written communication skills when working with his job developer, through phone calls and emails. This helped him boost his self-confidence throughout the application process, and made him more optimistic in seeking employment.

Evan and his job developer continued to work to update his resume and cover letter to target his skills and qualifications to potential employers, while addressing various accommodations required for success. By the end of a few short months, Evan was employed by the [Regina Housing Authority](#) as a clerk.

"This is awesome. I have a professional resume and cover letter and I have learned to explain my accommodations more clearly," exclaims Evan. *"But best of all, I have a great new job and my future looks a whole lot brighter."*

"The Working Together program is exactly what I needed to help me find a suitable employer."

Byron Puts His Life “Back on Track” with the Working Together Program

REGINA, SK – At [Carmichael Outreach](#), those struggling with addictions, poverty, health issues, homelessness and overwhelming life crisis are shown that people care and are willing to help – hope is given a space to grow.

It is already tough in a struggling market to find employment and it’s significantly more difficult when you face other barriers such as a criminal record, mental health issues and transitional housing. Carmichael Outreach, based in Regina, Saskatchewan, is at the center of these issues, working from the community level to provide support services to those who need it.

Carmichael Outreach has collaborated with the Neil Squire Society to empower one particular participant who faced an uphill struggle to employment. Byron came to the Neil Squire Society in hopes of securing employment and learning the skills needed to succeed.

Byron suffers from PTSD and anxiety, had no resume or cover letter, and did not know how to effectively search for employment. He worked very hard to learn new skills during the program and to craft a marketable resume drawing on his transferable skills. By the end, Byron had gained some confidence and self-esteem and was ready to apply for jobs. With the help of his job developer, Byron approached Carmichael Outreach as a potential employer.

Carmichael Outreach was able to hire Byron as the Assistant of Programs and Operations thanks to the



Neil Squire Society’s [Working Together](#) program. The additional funds from the wage subsidy also allow Carmichael to focus their services to others in need. Carmichael now routinely refers other potential participants to the Neil Squire Society’s employment services.

“I’m so happy I came to Neil Squire. My life is back on track,” says Byron. “I couldn’t be happier. Thank you.”



The Penticton & Wine Country Chamber of Commerce Finds the Perfect Match with Working Together



PENTICTON, BC – The [Penticton & Wine Country Chamber of Commerce](#) were preparing to move their office to a new location, but with only four staff members who have the responsibility of serving 570 chamber members, they couldn't afford to spend all their time preparing for the big move. They needed an extra staff member.

Brandy Maslowski, the Executive Director, decided to turn to the Neil Squire Society's [Working Together](#) program to fill the role – she had heard of the organization while building connections with the community. Meanwhile, Ben was looking for employment. He has autism and little prior work experience.

"[It's] hard to understand social situations, organizing my time [is a challenge]," he explains. It turned out to be a perfect fit. With the help of the Working Together wage subsidy, the Penticton & Wine Country Chamber of Commerce was able to hire Ben.

"We would not have had a summer student if it were not for the wage subsidy program," Brandy explains. *"Ben single-handedly packed up our entire office for the relocation over the summer and then unpacked it in the new location."*

"Ben was sincerely a bright addition to our office. He added charm, a hilarious, open attitude and actually

taught us more than we taught him. [. . .] He proved to be a very valuable employee to our team."

For Ben, it was a chance to get some valuable on-the-job experience – while getting paid, of course. *"I have something to put on my resume, [it] gave me more confidence to work in the future,"* Ben says. Brandy doesn't hesitate when asked what she would tell other businesses about the Working Together program.

"I would absolutely recommend this program to other businesses. No question," she says.



Rahul Finds “Absolute Freedom” Through Technology@Work Solution

BRITISH COLUMBIA – “It’s absolute freedom,” Rahul Ray says about the hand controls installed in his car with funding through the Neil Squire Society’s [Technology@Work program](#).

Rahul was a partner at an environmental consulting firm ten years ago when he woke up with his right calf numb. A high level soccer player for many years, at first it seemed like it might just be a pinched nerve. But a few months later, he was diagnosed with Multiple Sclerosis (MS).



“I was diagnosed almost to the day I became a partner at my firm. I asked what I am I supposed to do with this MS thing? Can I keep on working? After some research, I decided to stick with it, and became a leader and eventual owner of my company.”

Rahul has maintained his positive approach to life, but has been forced to find solutions to undertake his work. His environmental planning role involves working with Aboriginal and non-Aboriginal communities across western Canada – a lot of driving for Rahul, who is based in Victoria. Over the past few years, his MS, which affects his mobility in the lower body, made it increasingly difficult for him to drive a traditional vehicle.

“It was becoming a barrier for me,” he says. “A physical one, but also a mental one where I was dreading travel, something I’ve always loved to do. In my whole life, I have never said, ‘No, I can’t do that.’ I just wanted to find out if there was another way to drive.”

Fortunately, he did find another way – hand controls. Instead of using his feet to control acceleration and braking, with a modified set-up in his vehicle, he can drive using his hands. Rahul signed up for driver training at [Access Driver Rehabilitation](#) and found quick results.

“I went to driving school all over again. I’ve been driving cars and motorcycles for probably 25 years, but it’s different with hand controls,” he says. “Not difficult, just different.” After two weekend days of training with Dean, from Access, “on the Monday morning I

retook my driving test using the modified car I learned on. I passed with flying colours and high-fived the 16-year-old drivers who were also taking their driving test,” he says with a laugh.

“Driving with hand controls is different than driving with your feet, but six months later, it’s like I’ve been driving with hand controls for all of my 25 years of driving.”

It was during his training at Access Driver Rehabilitation that he was referred to the Technology@Work program to fund his training and the equipment for his work vehicle.

“[The Neil Squire Society] were just absolutely amazing. They made the whole process easy. For most people that’ll be joining the program, or trying to seek funding, they’re going to be nervous, because it’s something new for them. Katrina was fantastic. All of the staff I met have been amazing. They made the process really easy and very comfortable. Change is hard, but working with Neil Squire helped smooth the transition,” he explains.

It couldn’t come at a better time for Rahul, either. Looking for a change in his working career, he left the firm that he helped build. *“Through mergers and acquisitions, the place I worked grew from 10 people to 500 to 26,000 people”.* Rahul has opened

his own company, Springboard Strategies Ltd. focused on environmental planning as well as career development for Aboriginal and non-Aboriginal people, including those facing some form of disability. His goal is to help people find their career passion to live the best life they can. Now, as a board member of the [MS Society](#) on Vancouver Island, he wants to spread the word about the Technology@Work program and how it dramatically improved his life.

“I can jump in my car and go absolutely anywhere I want,” he says. “I don’t have to think twice about saying, ‘yeah, I’ll be at that meeting’ or ‘hey, I’ll come see you guys in the community.’ It’s not even a consideration anymore. Before it was, ‘I’m not sure, can we do it by teleconference, maybe by email.”

Being able to continue to drive also allows the freedom to go camping or take road trips with his wife Cathy, and his little ones, Daniel, Lily, and Maya. *“Having MS has made life different than I envisioned, but I dare say richer and more rewarding. I had to retire from soccer, but it turns out I’m a pretty good coach.”*

Rahul was featured in a video about the Technology@Work program. Watch it here: <https://youtu.be/4rHLfgYiSck>

Ean Continues to Make a Difference with Technology@Work

BRITISH COLUMBIA – A web designer, inventor, entrepreneur, advocate, and much more, Ean is a man of many talents. His company, [ICAN Resource Group Inc.](#), is just as diverse, with services ranging from medical assistive technology to multimedia development.



Ean has Muscular Dystrophy (SMA Type 2). He requires a power wheelchair and is ventilator dependant.

Based in Kelowna, BC, Ean is an advocate for independence through technology. With help from his father, he invented a retractable straw device to remove saliva from his mouth, as he is unable to swallow.

With so many projects, Ean is a busy man. However, he needed a tablet to communicate his ideas to clients, as well as a Bluetooth module to interface the tablet with his chair.

“Without the tablet and module, I was unable to cover relevant materials,” he explains. “To maintain self-employment, I urgently required [it].”

As the [Disabled Sailing Association of Kelowna’s](#) President and the [Tetra Society’s Kelowna](#) chapter coordinator, he discovered the Neil Squire Society at an [SCI-BC](#) conference in Vancouver. The Neil Squire Society Kelowna office referred him to the [Technology@Work](#) program, where he could receive funding for his needed assistive technology. The process was easy.

“It was absolutely wonderful,” Ean says. “I have worked with similar programs in the past. I believe Neil Squire has streamlined the application process and thus able to expedite approvals.”

“The Neil Squire team was knowledgeable with an excellent understanding of new technology and what would best suit my needs.” he continues. “They were also very receptive to my suggestions.”

With the help of the Technology@Work program, Ean is able to continue running his own business and continue making a difference.

“Technology@Work has allowed me to continue my employment.”

Lori Continues to Serve the Community

BRITISH COLUMBIA – For the last 25 years, Lori has been a tireless advocate and volunteer in the blind community. Currently the National First Vice President of the [Canadian Council of the Blind](#), she has spent much of her life giving back to the community.

Born with a genetic condition that affects the retina, Lori has had vision loss all of her life. “I’ve always been legally blind my whole life. I’ve always had ten percent vision or less,” explains Lori. “I’m down to about one percent [vision], I have no sight in my right eye whatsoever.”



In the 1980’s, Lori had worked for the [Canada Employment and Immigration Commission](#), and while there, with the help of her employer, she had received her first handheld magnifier. However, with increasing vision loss, she left the job and re-located from the Lower Mainland to 100 Mile House, where she began her volunteer work in the blind community.

As time went on and as her vision decreased, her assistive technology needs evolved. When she could no longer read the telephone book with her handheld magnifier, she switched to a video magnifier, and then she moved to using more audio-based assistive technologies, such as a screen reader.

More recently, her screen reader had become outdated. Lori became aware of the Neil Squire Society’s [Technology@Work](#) program and she applied for assistance.

With funding through Technology@Work, Lori was able to upgrade several pieces of her software, including her screen reader and a scanning program that turns text to speech. “The cost of this equipment is overwhelming, and the average person could never afford this,” Lori says.

In addition to this new software, Technology@Work Occupational Therapists were able to help Lori with a more ergonomic workstation setup, including a new desk and chair, to alleviate the physical pain she was experiencing.

“If you don’t see well, you’re going to strain a lot. I’ve done that my whole life, so I have neck, shoulder

and back issues,” she explains. “The upgrades to speech, magnification and scanning software programs as well as the ergonomic adjustments to my workstation have contributed to improving my physical health. Headaches, neck, shoulder and back pain have been reduced providing prolonged relief to the many hours spent at my desk.”

Now, Lori can continue her advocacy and volunteer

work in the community. She wants to continue to raise awareness for programs like Technology@Work and other programs like Canadian Council of the Blind’s [Get Together with Technology](#).

“The Technology@Work program has given me the opportunity to carry on and be productive, not only for myself, but for others. Without this program, I would not be able to give back, or contribute.”

Technology@Work Statistics

964

Participants served

388

Applicants received

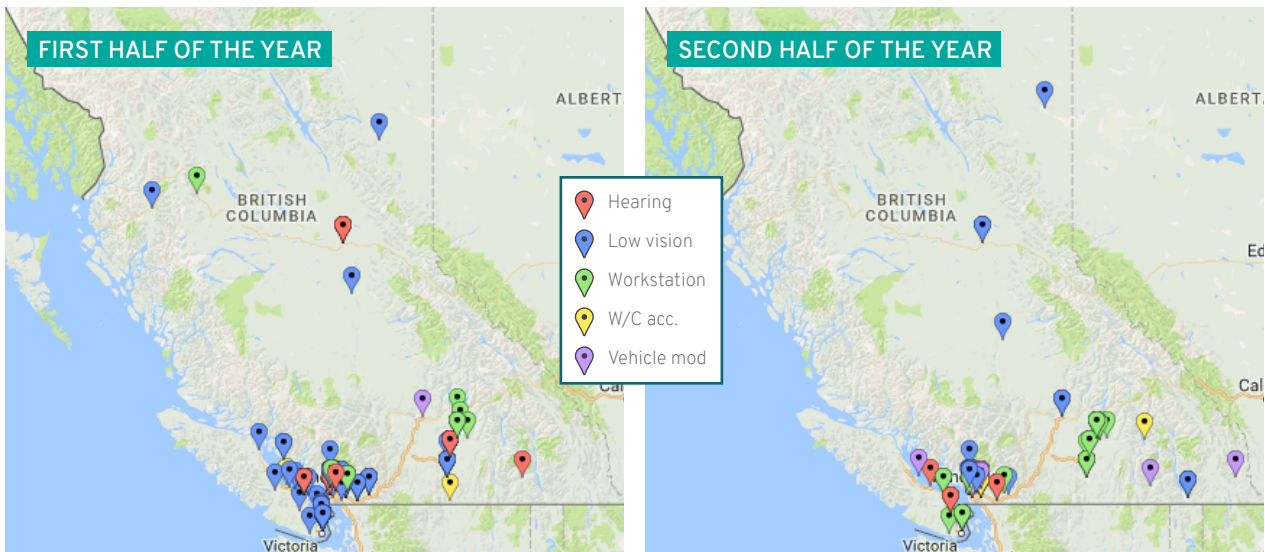
275

Needs determinations

388

Signed AT Agreements

Clients Who Received Needs Determinations



Lily Gets Comfortable on the Computer Again

BRITISH COLUMBIA – As computers become more and more integral to our world, the skills required to use them have, for many of us, become second nature and something we take for granted. For Lily, this was not the case, yet she was able to find help through the Neil Squire Society’s [Computer Comfort](#) program.

“I’ve definitely learned a lot,” Lily says. “I’m much better.”

When Lily was diagnosed with a tumour in her liver, she needed a liver transplant. However, it wasn’t only her liver that was affected. “The liver being such an important organ affected all the functions of my body, including my brain,” she explains. “I had a lot of cognitive problems in terms of not being able to think clearly, not being able to speak, do anything for myself, and just basically becoming completely helpless.”

This made it incredibly difficult for Lily to use the computer, and do tasks she once felt were simple. Her occupational therapist realized that Lily needed a dedicated program to become comfortable on the computer again, and regain her independence. Her therapist recommended the Neil Squire Society, where Lily found the Computer Comfort program. “I just wanted to be able to use my computer the way I used to before I became sick,” she says.

She began the program and initially it was quite challenging. “In the beginning it was very difficult

for me to remember everything I was learning,” she notes. “The big challenge was just being able to retain and remember all the things that I was being taught.”

But she started to make progress. Lily found a new way of writing notes so that she could understand them later. She found out about speech recognition software. The thing she’s most proud of though, is being able to do the kinds of tasks that seemed easy before her disability, and help take care of her family.

“Excel, that’s probably where I’ve come the most. I’ve been able to plan my family’s budget, keep track of expenses, and track how we compare to the last year, so I’m really proud of that.”

Now, Lily is thankful for her time in Computer Comfort. “People who have not considered Neil Squire as a source of support, in terms of helping them gain better computer skills, they should definitely consider it,” she says. “I think it’s a great organization.”

Watch Lily’s video about her Computer Comfort experience: <https://youtu.be/8e3BG3bn600>

Zorica Finds an Office Job Thanks to Computer Comfort

BRITISH COLUMBIA – When Zorica, who has a learning disability, came to the Neil Squire Society’s [Computer Comfort](#) program to brush up on her computer skills, she had a clear goal in mind – to secure a job.

“Honest, I knew nothing [about computers],” she says. “I felt that they were going to expect me to know how to use a computer.”

Zorica knew she would need a good working knowledge of Microsoft Word, Excel, PowerPoint, among other programs. Week after week, she received one-on-one instruction, and gradually improved her computer skills.

“It was very good having one-on-one help support,” Zorica says. “The way they explained to me things on the computer, it worked well.”

Near the end of 2015, she saw a posting on the [Community Living BC](#) website for an office assistant job. Zorica took initiative, applied, and got the job. She attributes her success to her time in Computer Comfort.

“[For] anyone that has a developmental disability or any kind of disability, I recommend they go to Neil Squire Society and take Computer Comfort,” she says. “[They] helped me a lot.”

COMPUTER COMFORT STATISTICS



91 participants served



2000+ tutoring hours



21 volunteers

COMPUTER REFURBISHING STATISTICS



123 refurbished computers provided to clients



65 computers repaired



Maintained our MAR (Microsoft Authorized Refurbisher) relationship



2000+ hour of tech support to clients on-site, off-site and remote

Lorne's Story: a Computer Comfort Success

BRITISH COLUMBIA – In 2013, Lorne suffered a fall which resulted in a broken back and severe brain trauma. The Neil Squire Society's [Computer Comfort](#) program helped him re-learn how to use a computer and now he gives back to others.

Special thanks to the wonderful group of Simon Fraser University students who produced this video for us.

Watch Lorne's Story: <https://youtu.be/de1M-CudhGM>

Loving to Learn Again

BRITISH COLUMBIA – Trudy didn't just become more confident on a computer in the Neil Squire Society's [Distance Computer Comfort](#) program, but re-ignited a passion for learning. *"I learn more,"* she says. *"I think it just opened me up and widened the horizon."*

She came to the Neil Squire Society in May of 2015 wanting to improve her computer skills and computer literacy. Although she has some sight and can see the computer screen, Trudy has had severe vision issues since 1998, and is legally blind. *"They were really helpful, patient, trying to help me with what I needed,"* she explains. To make her computer use easier, she uses [ZoomText](#) and [Kurzweil assistive technologies](#).

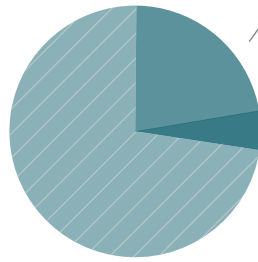
"I could go back to the lesson anytime I wanted to on my computer," Trudy adds, noting that she can still access her lessons from Distance Computer Comfort anytime she needs them. *"I can still do that."* Now with her widened horizons and new found confidence on a computer, she is pursuing her interest in digital photography.

"All the things I learned through Neil Squire have really pushed that forward."

Watch Trudy's video about her Distance Computer Comfort experience: https://youtu.be/p_ClgIWb6Y4

STATISTICS

Distance Computer Comfort



58 participants
Distance Computer Comfort

16 Participants
Youth Intern Program- Online

251 participants
Youth Intern Program - In Person

2298.5

Tutorings Hours

29 Volunteers

1056.25 hours

18 AT Youth Interns

1242.25 hours



(Alberta, British Columbia, Saskatchewan, Ontario, Quebec, Nova Scotia, North West Territories)

7 Provinces and Territories served

31 Cities Served

LEARNING CENTRES

3 Distance Computer Comfort partner sites

10 Youth Intern AT sites

OUT OF 58 PARTICIPANTS



- 55** Enhanced their employability
- 11** secured further volunteer positions
- 15** moved on to training and/or education activities
- 4** furthered their citizenship engagement
- 7** secured employment

VOLUNTEERS

- 17** volunteered with Neil Squire for the first time
- 12** continued to volunteer for us from 2015/2016
- 4** went on to full or part time employment
- 10** are continuing client pairings into 2016/2017 or are waiting to be paired with participants

Located In
BC, Ontario, Alberta, North West Territories

Footprints to Employment



BRITISH COLUMBIA – Sometimes the best way to learn is to teach – that’s the lesson Keisha learned as a Neil Squire Society youth intern at the [Penticton Indian Band’s](#) Footprints to Technology Centre.

“My experience as a youth intern was quite amazing, I really, really loved this job,” says Keisha. “I learned quite a few new skills.”

Keisha, who is Aboriginal and a member of the Penticton Indian Band, initially thought the internship would deal more with the tech side, but with a teaching background, it made sense to focus on the one-on-one [Computer Comfort](#) tutoring, an experience she found immensely rewarding.

“One thing I’m really proud of with this position was a gentleman in particular who was one of my most consistent clients, he came every week, sometimes twice a week, he was here for at least two hours each time. He went from knowing absolutely nothing about computers, not how to turn it on, not how to type, not how to use a mouse. He started typing at three words per minute,” she explains. By the end, “he was able to create his own Facebook and emailed his niece regularly, at least once a week, shared pictures with her.”

“Seeing him going from absolutely nothing to knowing all these things on his own and being so independent on the computer was really, really amazing to watch,

and I was so glad I got to be a part of that experience with him.”

But her students weren’t the only ones learning. Keisha admits that the internship helped her grow a wide variety of skills, including public speaking. “When I do speak in public, I generally talk quite fast, and I speed through a lot of things and miss a lot of key points,” she says. “Working with this job and having to have patience with talking to my clients and going through things slowly and going through things over and over again really did improve on my public speaking.”

While she was working in the Youth Internship, she applied for a job with [Statistics Canada](#) as a Census

Crew Leader for the Penticton Indian Band Reserve, a full time position. She got it.

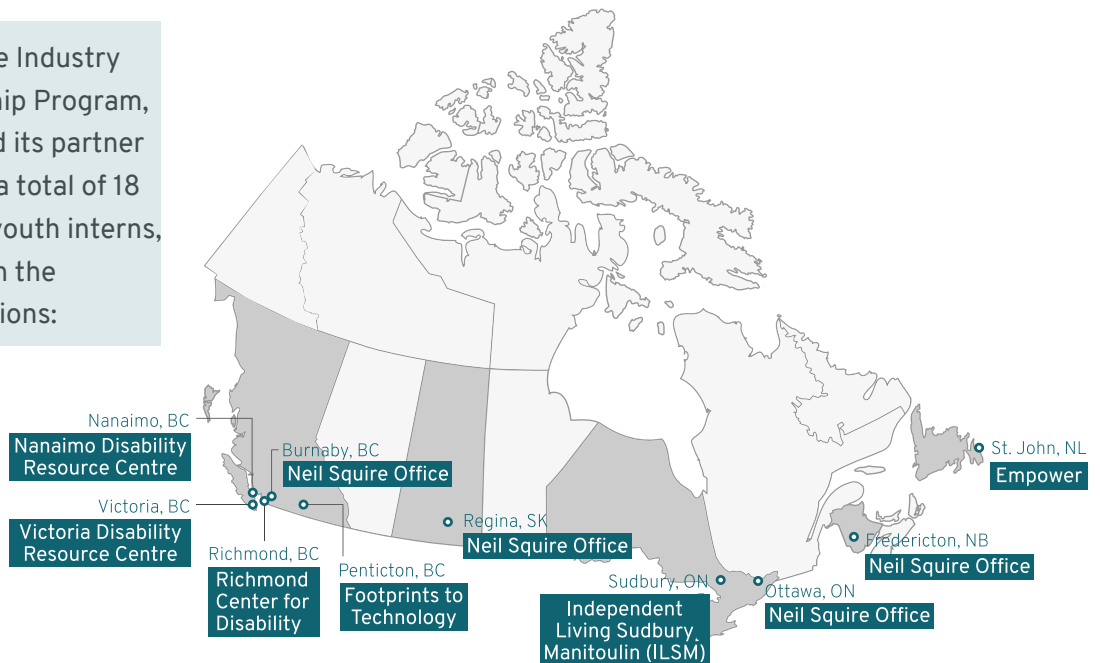
Now, Keisha attributes her success to her time spent at Footprints to Technology, and says that the Youth Internship program has influenced her career path.

“I loved having this job, I’ve learned so much and created so many relationships with different people. I loved being back in a teaching environment, helping people learn new things and watching them grow. Thank you for this opportunity.”

Watch Keisha’s video about her intern experience:

<https://youtu.be/ybf9UREaKwY>

This year, as part of the Industry Canada Youth Internship Program, Neil Squire Society and its partner organizations took on a total of 18 Assistive Technology youth interns, who were situated as in the following partner locations:



251

Participants Tutored

From September 1, 2016 to March 31, 2017

1242.25

Hours of Client Tutoring

(locally & online)

18

AT Youth Interns

With 7 interns in BC who interacted with 107 participants and completed 732 hours of tutoring (locally & online)

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 Jobs, Tourism and Skills Training

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
 Victoria Foundation
 Jones Lange Lasalle Real Estate
 Coast Capital Savings Credit Union
 BC Innovation Council
 RBC Foundation
 Kaatza Foundation
 Marketwired L.P.
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 Mutual Fire Insurance Company of
 British Columbia
 Don Danbrook
 De Bosch Kemper Household
 Lee and Joan Hanson
 Christine Preto
 Tim Sader
 Anonymous

Donors

Myrna Anderson	Knights of Malta
Rob Attwell	Rachin Kumar
Kaila Bertoia	Nikki Langdon
Lindsey Bertrand	Mary Frances Laughton
Gary Birch	Chad Leaman
Kenneth Birch	Derek Lefreniere
Margaret Cameron	Charles Levasseur
Croft and Louise Carlsen	Stephen Ly
Robert Coard	Kenneth Ngai
Geordie Cree	Olympic Industries Inc.
Tim Creech	Greg Pyc
Dragon Household	Munesh Raman
Elizabeth Dyer	Seaver Stafford
Fritz Engel	June Suomalainen
Gordon Flaade	Ron Taylor
ILLAHIE Foundation	Nate Toevs
Beverly Grasse	Elijah van der Giessen
Pamela Hanson	George and Winifred Black Legacy Fund & Kermit and Theo Legacy Fund
Yasmin Juma	

Statement of Financial Positions

(As at March 31, 2017)

ASSETS

Current	2017	2016
Cash	\$ —	\$ 307,634
Restricted cash	135,000	168,750
Accounts receivable	1,112,104	774,161
Prepaid expenses	89,949	91,206
	1,337,053	1,341,751
Capital assets	66,113	73,811
	1,403,166	1,415,562

LIABILITIES

Current	2017	2016
Cheques issued in excess on funds on deposit	\$ 52,151	\$ —
Bank debt	165,000	—
Accounts payable and accrued liabilities	696,635	532,402
Deferred revenue	337,838	736,206
Total liabilities	1,251,624	1,268,608
Net assets	151,542	146,954
	1,403,166	1,415,562

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

Statement of Financial Positions

(Year ended March 31, 2017)

REVENUE	2017	2016
Contracts - Federal	\$ 4,605,400	\$ 2,182,106
- Provincial	1,203,339	1,464,153
- other	870,428	699,087
Services and training fees	2,201,298	1,870,280
Recoverable client equipment	1,344,430	1,173,546
Gaming	135,000	135,000
Donations - cash	33,834	42,405
- in kind	43,713	34,106
Interest and other	13,332	6,917
	10,450,774	7,607,600
EXPENSES	2017	2016
Salaries and benefits	\$ 5,346,927	\$ 4,292,495
Wage subsidies	1,405,928	135,435
Recoverable client equipment	1,031,917	1,106,120
Rent	591,199	510,015
Client tuitions	431,255	253,381
Consulting and contracts	383,462	196,999
Equipment, lease and maintenance - expenditures	349,627	258,938
- in kind	43,713	34,106
General and administrative	293,680	310,015
Travel	269,587	241,480
Material and supplies	169,916	102,922
Marketing and program development	93,244	104,742
	10,410,455	7,546,648
Revenue over expenses before other item	40,319	60,952
Other item		
Amortization of capital assets	(35,731)	(78,353)
Write off of leasehold improvements	—	(158,632)
Revenue over (under) expenses for the year	4,588	(176,033)

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**
 Geordie Cree, **Vice Chair**
 Robert Coard, **Treasurer**
 Marie Burgoyne, **Secretary**
 Don Danbrook, **Member**
 Laurie Hill, **Member**
 Judith Hutchins, **Member**
 Brian Pritchard, **Member**

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

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 Nikki Langdon, **Prairie Regional Manager**
 Cheryl Colmer, **Central Regional Manager**
 Beverly Grasse, **Atlantic Regional Manager**
 Charles Levasseur, **Atlantic Regional Manager**
 Sara Bains, **Director of Employment Programs**
 Chad Leaman, **Director of Development**
 Suzanne Wiens, **Director of Communications**
 Harry Lew, **Research & Development Manager**
 Ron Taylor, **Director of Finance**
 Kelvin Leong, **National IT Manager**

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 Don Danbrook
 Gary Birch (ex officio)
 Greg Pyc (ex officio)
 Ron Taylor (ex officio)

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Judy Hutchins, **Chair**
 Gary Birch (ex officio)
 Chris Back
 Suzanne Wiens (ex officio)
 Asa Zanatta

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 Laurie Hill
 Marie Burgoyne
 Gary Birch (ex officio)
 Cheryl Colmer (ex officio)

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 Drew Collier
 Judy Hutchins
 Gary Birch (ex officio)
 Chad Leaman (ex officio)

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Drew Collier, **Chair**
 Geordie Cree
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