



## 2012 – 2013 Annual Report

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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](mailto:info@neilsquire.ca)

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# Message from the Chair

The Neil Squire Society uses technology and passion to serve people with disabilities across Canada.

People with disabilities need our service more than ever to participate in work, life and play in our increasingly connected and technology dependant society. The services that we provide help our clients gain economic independence, social inclusion and satisfaction in their lives. The strength of our organization comes from our mission and the passion of the people that deliver it and our model of delivering services that improve the lives of the people we serve.



This year we have been called upon by government and industry nationally and internationally to provide expert testimony to government, policy makers and service providers. Our understanding of the needs of our constituents and both the possibilities and barriers presented by technology have made our perspective increasingly valuable.

The accessibility of technology is a major concern for all Canadians – it is not just people with disabilities who should be concerned about accessibility since we are all at risk of gaining disabilities and as we age we acquire mild to moderate physical impairments making it increasingly difficult to use technology.

Permanent funding of accessibility research is necessary in order to advance research and development of technology accessibility. We all benefit from accessibility – we as consumers should support funding mechanisms that enable robust, ongoing research and development of technology accessibility in Canada.

The Board of Directors continues to strengthen its practices as a governance board. This year we have strengthened our own governance practices, reviewed and recommended minor updates and changes to our by-laws and board policies and continue to benefit from the implementation of the Balanced Scorecard for monitoring and predicting our performance to support our strategic planning and ongoing management practices.

I would like to acknowledge the contributions of retiring Board Members Clay Braziller and Doug Purdie. Clay served as the Chair of the Board for nine years and has been instrumental in developing the Board and its management practices. Doug has served on our Financial Management Committee and has provided expert guidance to strengthen the financial management practices of the Society.

Thank you for your support of the Neil Squire Society, our mission and, most importantly, the people we serve.

Sincerely,

A handwritten signature in dark ink, appearing to read 'Rob Attwell', written over a light background.

Rob Attwell  
Chair

# 4<sup>th</sup> Annual Job Fair in Saskatchewan



Neil Squire Society's Prairie Region hosted the 4<sup>th</sup> Annual Job Fair for People with Disabilities on April 8, 2013. The job fair was held at the University of Regina's Kinesiology and Health Sciences centre. There were over 40 businesses prepared to hire people with disabilities, and approximately 200 job seekers with disabilities that attended.

*"We didn't come to find people who fit our needs, rather we came to learn more, stretch ourselves, meet people with different abilities and imagine the possibilities," says an employer at the event.*



As people were leaving the event, numerous amounts of job seekers said that they already had job interviews lined up! It was a very successful event this year and we look forward to next year's 5<sup>th</sup> annual job fair!

# Career Expo for Persons with Disabilities



The Neil Squire Society's Atlantic Regional Office recently coordinated **Strategic Connections: Career Expo for Persons with a Disability**. The event, which connected employers with potential employees with disabilities, took place on June 17<sup>th</sup> 2013, in Moncton, New Brunswick. It was an incredible, jaw-dropping success.

*"This event let employers see that I am more than just a resume,"* quoted by event attendee, Sophie.

The event brought together employers, who were ready and willing to hire people with disabilities, as well as job seekers with a disability, who were ready and looking for work.

At this 'one-stop' event, there were over 260 job seekers, and 51 employers! The day brought over 430 people.

A welcomed appearance was also made by Minister of Post-Secondary Education, Training, and Labour, Danny Soucy.

Agencies like the Neil Squire Society were available to help job seekers, and employers connect and learn about each other's employment goals. Employers also had the opportunity to learn about the benefits and resources of hiring someone with a disability.

Let's continue to have more events like this one; connecting employers with potential employees!

# Successes at the Neil Squire Society

## A Canadian Immigrant and Stroke Survivor Tells her Story

“Our family migrated to Canada in March of 2010. As soon as we arrived I tried to find a job. I looked for work in an office setting but was unable to find one. A year after coming to Canada, I had a stroke. The stroke caused me to have a blood clot in the right hemisphere of my brain. This affected my mobility functions on the left side of my body and I was unable to walk. During the first stage of my disability I was using a wheel chair. Eventually I transcended to a walker, and then a cane to help me keep my balance. Though I am limping, I can cope with my day to day activities. Before we migrated, I was self-employed as a part-time college associate professor. I was using the computer to make reports and school lectures. But after my stroke I forgot how to manipulate the software programs which I usually used in the past.

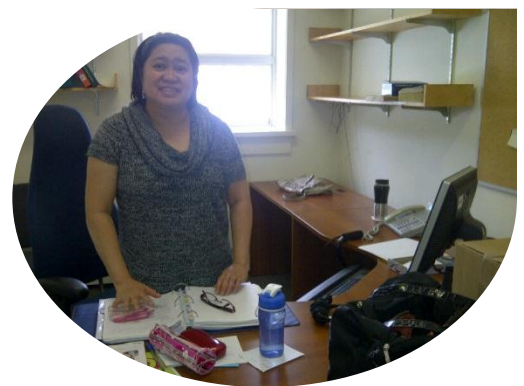
While I was recovering, I was closely monitored by ABI (Acquired Brain Injury). A representative from ABI, Carol Farmer of Wascana Rehabilitation Center, interviewed me about my plans for the future. My plans were to join the workforce and probably complete a college degree at a Canadian university. Carol introduced me to Neil Squire Society. I started at the Neil Squire Society as a Computer Comfort participant. After I finished the course I continued onto the Employ-Ability Program.

I am still suffering from spasticity and stiffness. The Employ-Ability Program has helped me cope with my difficulties, both physical and psychological. Physically, the Neil Squire Society identified which adaptive equipment would be appropriate to maximize my ability to join the workforce again. I was given Dragon Naturally speaking, a one handed keyboard, an adjustable arm rest, and a hand shoe mouse.

Psychologically, they helped me regain my self-confidence. I was able to accept and cope with my disability. I was enlightened through the lectures, and classroom activities. Career development has given me the necessary tips and insights on how to make an attractive resume and how to confidently participate during an interview. It has given me a good perspective on how to overcome my insecurity being an immigrant and a stroke survivor.

Modules on wellness offered in the Employ-Ability Program reminded me how eating well is living well. Also, the appropriate amount of rest is needed to cope with physical stresses. The career development and computer modules reminded me of how to conduct myself in a workplace, as well as how to deal with people and expose myself to the Canadian workplace environment.

The Employ-Ability Program helped me identify which jobs paired with my qualifications. I will not stop looking for a job,” says Maria. Maria is currently doing a work placement at the University of Regina in the Conservatory and Life Long Learning Departments. She hopes that they will hire her after her four week work placement. Congratulations Maria!



## With Preparation the Future is Yours



The Youth Enabled Program continues to enrich people's lives. Nikhil, a Youth Enabled participant has not let his disability become an obstacle of his education and working potential.

Nikhil entered the Neil Squire Society's Youth Enabled Program interested in building his resume, creating a cover letter and learning the keys to a successful job search. Finding a job can be a challenge, but Nikhil sets a clear goal, to find a job that he enjoys and pays well. With this goal and the skills that he learned from Youth Enabled Program he is on the road to victory.

After completion of the program Nikhil had the opportunity to join the Neil Squire Society team. He did an internship and volunteers as a Computer Comfort tutor at the Neil Squire Society. This was a great fit for him. He loves Neil Squire Society's atmosphere and their extreme coffee machine! He will continue his full-time job search as he works part-time at the Neil Squire Society.

## A Recent High School Grad Turned Tutor



Adam, from Regina, Saskatchewan, was born with Cerebral Palsy. "There are several different types of Cerebral Palsy," explains Adam. "With me, the muscles in my legs contract, and I have poor balance and poor fine motor skills."

Adam, a recent high school graduate, heard about the Neil Squire Society's Employ-Ability Program through his Vocational Counsellor at the Wascana Rehabilitation Centre.

"After going through the EA program, I have learned to look at how your skills match up with the job requirements and not to look so much at the years of experience," says Adam. "The worst thing that could happen is you do not get a call for an interview. After taking the Employ-Ability Program, I have found that I can do anything with a bit of extra help."

Adam was recently hired as a Tutor for a participant in the current Employ-Ability Program. Adam is doing wonderfully and each day we can see his confidence and work ethic grow. He is a welcome addition to our prairie regional team!

# A Joyful Graduate from the Neil Squire

New beginnings, friendships and opportunities are created at the Neil Squire Society, and for Sophie that's exactly what happened. As a proud Employ-Ability Program graduate, Sophie left in joyful tears as she had created such a unique bond with her program facilitators Heidi, Julie and Diana. Through an email she expressed her happiness, "I really enjoyed teasing Julie and Terry about the Bruins and the Leafs. I had so much fun at the Employ-Ability Program and I've learned a lot about myself."

It may be a bittersweet end of one road, but Sophie emphasizes that she would like to keep in touch with the Neil Squire Society's team as she fondly wrote, "You are all so nice and have great personalities!"

Sophie rounded off her completion of the Employ Ability Program by celebrating with her great coordinators and classmates with a ceremony, which was the perfect way to say goodbye to new friends who had become more like family.

Sophie left the Neil Squire Society with many memories and appreciation. We can't wait to hear about your future successes Sophie!

*"I had so much fun at the  
Employ-Ability Program and I've  
learned a lot about myself."*



# Thank you to our 2012 – 2013 Donors

## Major Donors

Rick Hansen Institute  
TD Bank Financial Group  
SpencerCreo Foundation  
Great-West Life, London Life and Canada Life

Vancity  
Coast Capital Savings  
Kaatza Foundation  
Charles H. Ivey Foundation

## Government Funders

## Donors

Opportunities Fund, Human Resources and Skills  
Development Canada, Government of Canada

Office of Disability Issues, Human Resources Skills  
Development Canada, Government of Canada

Office of Literacy and Essential Skills, Human Resources  
Skills Development Canada, Government of Canada

Service Canada, Government of Canada

Ministry of Social Development and Social Innovation,  
Government of British Columbia

Community Gaming Grant, Ministry of Public Safety and  
Solicitor General, Government of British Columbia

Department of Social Development, Government of New  
Brunswick

Department of Post-Secondary Education, Training and  
Labour, Government of New Brunswick

Department of Education and Early Childhood  
Development, Government of New Brunswick

Elections New Brunswick

Central Valley Adult Learning Association

Ministry of Economy, Government of Saskatchewan

WorkSafe BC

WorkSafe NB

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Amanjit Takhar  
Andrew Mahon  
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Sheryl Harrison  
Tara Creech  
Taran Rai  
Thomas Lam  
Tim Creech  
United Way Ottawa  
Yasmin Juma  
Zelda & Stephen Shore

# Statement of Financial Position

As at March 31, 2013

	2013 \$	2012 \$
<b>ASSETS</b>		
<b>(Current)</b>		
Cash	26,970	240,386
Restricted cash	137,406	75,043
Accounts receivable and unbilled revenue	404,825	464,840
Prepaid expenses	30,856	44,159
	<b>600,057</b>	824,428
Capital assets	68,347	70,920
	<b>668,404</b>	895,348
	2013 \$	2012 \$
<b>LIABILITIES</b>		
<b>(Current)</b>		
Accounts payable and accrued liabilities	166,633	291,684
Deferred revenue	253,409	356,738
<b>Total liabilities</b>	<b>420,042</b>	648,422
<b>Net Assets</b>	<b>248,362</b>	246,926
	<b>668,404</b>	895,348

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

# Statement of Operations

Year ended March 31, 2013

	2013 \$	2012 \$
<b>REVENUE</b>		
Grants, contracts and services	3,830,666	3,638,631
Training fees	144,102	141,614
Gaming	75,000	75,157
Donations – cash	20,034	20,799
– in kind	7,667	19,288
Interest and other	1,219	1,244
	<b>4,078,688</b>	<b>3,896,733</b>
	2013 \$	2012 \$
<b>EXPENSES</b>		
Salaries and benefits	2,535,990	2,264,179
Equipment lease and maintenance - expenditures	422,584	199,247
- in kind	7,667	19,288
Rent	407,117	420,968
Travel	166,076	152,540
Consulting and contracts	116,111	374,178
Marketing and program development	80,284	23,993
Telecommunications	76,262	71,180
Material and supplies	62,023	60,826
Client tuitions	48,499	103,515
Insurance	23,109	22,398
Legal and audit	22,481	35,977
Professional development	21,040	20,739
Vocational assessments and medical reports	17,693	32,691
Training allowance	15,109	-
Other	14,884	13,291
Postage and courier	11,364	10,266
Honorariums	-	7,312
	<b>4,048,293</b>	<b>3,832,588</b>
<b>Revenue over expenses before other item</b>	<b>30,395</b>	<b>64,145</b>
<b>Other items</b>		
Amortization of capital assets	(28,959)	(22,735)
<b>Revenue over expenses for the year</b>	<b>1,436</b>	<b>41,410</b>

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

# Neil Squire Society Committees

## Executive Committee

**Chair:** Rob Atwell

### Committee Members

Drew Collier, Vice Chair  
Catherine Fast, Treasurer  
Don Danbrook  
Laurie Hill  
Gary Birch (ex officio)

## Client Services Committee

**Chair:** Laurie Hill

### Committee Members

Harry Monk  
Katrina Tilley (ex officio)  
Gary Birch (ex officio)

## Audit and Financial Management

### Committee

**Chair:** Don Danbrook

### Committee Members

Robert Coard  
Gary Birch (ex officio)  
Greg Pyc (ex officio)  
Ron Taylor (ex officio)  
Doug Purdie

## Technology and Partnership Committee

(formerly R&D)

**Chair:** Drew Collier

### Committee Members

Mark Relph  
Geordie Cree  
Rob Attwell  
Karyn Zuidinga  
Harry Lew (ex officio)  
Gary Birch (ex officio)

## Marketing Committee

**Chair:** Catherine Fast

### Committee Members

Karyn Zuidinga  
Gary Birch (ex officio)  
Asa Zanatta  
Alexi Thomas  
Judy Hutchins

## Executive Director Review Task Force

**Chair:** Rob Atwell

### Committee Members

Alice Shin

## Nominations Committee

**Chair:** Rob Attwell

### Committee Members

Clay Braziller

## Fundraising Committee

**Chair:** Clay Braziller

### Committee Members

Chad Leaman (ex officio)  
3-4 current vacant positions

# Our Locations

## Head Office & Western Regional Office

220 - 2250 Boundary Road  
Burnaby, BC V5M 3Z3T  
T 604.473.9363 F 604.473.9364

## Prairie Regional Office

100 - 2445 13th Avenue  
Regina, SK S4P 0W1  
T 306.781.6023 F 306.522.9474

## Central Regional Office

150 - 34 Colonnade Road  
Ottawa, ON K2E 7J6  
T 613.723.3575 F 613.723.3579

## Atlantic Regional Office

104 -440 Wilsey Road  
Fredericton, NB E3B 7G5  
T 506.450.7999 F 506.453.9681

## Research and Development Group

4355 Mathissi Place  
Burnaby, BC V5G 4S8  
T 604.412.7599 F 604.434.4493

## BCI Lab

c/o ICORD, Blusson Spinal Cord Centre  
3230-818 West 10th Avenue  
Vancouver, BC V5Z 1M9