

2014 – 2015

WE ARE STRONG! CHRIS W.

Gracias!
You are awesome!
#30 years strong
Keep going on! - Chad

Chasix

Been Fun

Happy 30th

Wow! An honour to be part of the team!

30 years and counting... Gail & An

THANK YOU the Ability guy

Congratulations for 30 years! Thanks for the wonderful programs!

Wow! 30 Years! BIG THANKS Mayuko

-Gina

Congrats on 30 yrs, here's to many more!

PC Wheelchair Basketball

THANKS FROM SPECTRUM Society

THANK YOU NEW SQUIRE SOCIETY

Thanks for Tour! Have obtained new ideas & insight.

Ken Kaminski

Congratulations on 30 years of programming! AMAZING!

THANK YOU for everything! Fatsa + Takito

Fatima

Hello Desha

Keep up the good work.

Congratulations

~Amelia & Aaron~

Congratulations from the team @ BC Centre for Employment Excellence.

Congrats N.S.S. N8 ComPro

I LOVE NEIL SQUIRE! -Priya

TO INFINITY & Beyond

Amazing work you do! Mae & Alex

Love you! Squirt

Happy 30th From Fraser Works

Congratulations! Your programs make a real difference in people's lives!

KEEP UP THE GREAT WORK!

Amazing service! Nick was awesome!

Good job! Thank you!

AMAZING PROGRAM! Thanks - NSDRC

30 years! Captain

CONGRATS! STEVE STREET

Here's to 30 more!

GREAT WORK! DEL.

Alumnus 04-05

Thanks. JACK L.

Very Impressive! Congrats! Deann MK

Andrew Host 30 Years!

visiting from Seattle... I'm very impressed!

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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:

info@neilsquire.ca

Message from the Chair of the Board

For several years now we have measured Neil Squire Society's performance using a balanced scorecard with goals around our financial performance, engagement of stakeholders, success of our programs/services, and our ability to be a catalyst for change to positively impact people with disabilities throughout Canada. This past fiscal year we have continued to perform well in all areas:

- ❖ **We continue to inspire and engage staff, volunteers and our partners.** We are particularly proud of the engagement level of the talent team of professionals we have employed at the Neil Squire Society (NSS). This was a difficult year for the Neil Squire Society team, with significant change in programs and staffing levels, but throughout the challenges they remained focused and engaged in their important work.
- ❖ **Our financial performance remained strong and more sustainable than ever.** Neil Squire Society finished the fiscal year with a modest surplus, and slightly ahead of plan. More importantly though we have seen excellent growth in our fundraising performance from individuals, corporations and non-government grants. This has been a critical strategy for NSS to create capacity and sustainable financial support to fulfill our mission. Fundraising support has enabled us to continue to pursue several leading edge research and innovation activities. Thank-you to our donors for your support.
- ❖ **We achieved new heights in people served and opportunities created for people with disabilities.** On the programs and services front, 2014-15 has been a milestone year for the Neil Squire Society achieving a new high of over 1900 program participants, as well as finding employment, volunteering or educational opportunities for over 1000 people with disabilities this year. The highlight was the successful delivery of one of the largest wage subsidy programs ever for People with disabilities in Canada. This program provided funding of over \$8 million to employ over 342 people with disabilities. Truly impressive was the longer term results of the Working Together program with up to 83% of those participants who received a wage subsidy continuing to be employed even after the subsidy ended. While the Working Together program has ended we are proud to have been awarded a new 3 year contract at \$3 million per year for the Province of BC "Technology@Work" Program. We also remain hopeful that we might develop a National program that would combine aspects of our successful Working Together and Employability Programs into a new Working Together with Employers and Enhancing Employability program.
- ❖ **We drove greater awareness and created innovative partnerships with industry and government.** In addition to our very successful programs we continue to drive greater awareness through our impressive marketing and social media efforts. We also continued to explore innovative opportunities with industry to be a catalyst for broader impact. This past year we partnered with Vancity Credit Union to pilot a program that will give industry CEOs first-hand experience on the challenges faced by their employees with disabilities. We remain committed and optimistic that by bringing our expertise to partner with industry and government organizations that have greater resources and influence, we can create partnerships that will create economic and social inclusiveness for all people with disabilities.

While we are proud of our success in all aspects of our balanced scorecard results this past year, I hope you will take a few minutes to read through a few of the many stories that bring to life the real impact we are having of people with disabilities and the progressive minded employers who are seeing the many benefits of employing people with disabilities in their workplace. This is the truly inspiring work that Neil Squire does each and every day that moves our employees and many volunteers/donors to contribute their time, talent, and financial resources to the Neil Squire Society. Thank you for your support of the Neil Squire Society. I am honored to have the opportunity to serve as your Chair.



Drew Collier

To mark this milestone, we also put together a [historical timeline](#), an [infographic](#), and a [video](#). A limited run of hardcover books entitled “30 Years Strong!” was also produced.



Job Fair for Persons with Disabilities

Over the past six years Regina has held many successful job fairs for persons with disabilities. In 2014 we expanded this event to British Columbia and New Brunswick. British Columbia held their First Annual Job Fair for Persons with Disabilities in Burnaby. There were over 500 attendees (and another 500 people that were not able to make it in). It shattered our expectations and showed that despite all the progress, there is a huge need for employment opportunities for people with disabilities in our community. Our follow-up with employers has shown that over 100 people have found employment with employers that attended this event.

You may [view video from the event here](#).



Melanie Lands Two Jobs

Melanie has a learning disability. She finds it difficult to read because “the words are scrambled”. She had trouble hearing when she was younger, so she has tubes in her ears. Melanie worked as a Care Aide, looking after seniors for 14 years, but had been out of work for 8 months prior to joining the Employ-Ability program in Saskatchewan. “I was very depressed. I was tired of applying for jobs,” says Melanie, “When I joined this program I felt better about myself. Setting goals each week helped. It motivated me to find work.”

During the program, Melanie learned how to create a resume and cover letter, and received support with her job search. “I was motivated in finding a job. I never gave up.” She enjoyed learning about budgeting and now uses a spreadsheet to track her purchases each month. Melanie also enjoyed learning about eating healthy and controlling stress.

“I had so many interviews when I was in this program. I even got a job. I will be working at the theatre and for my work placement I will be working at Best Western Seven Oaks,” says Melanie. She hopes to get hired on with Best Western after her work placement comes to an end, but in the meantime, her theatre job is “going really well”.

It was a tough year for Melanie. “Now things are finally starting to be good again. I even bought myself new clothes and had a makeover. Thank you to everyone for helping me change my life. I am happy waking up every morning.”



This is what 'Working Together' is all about

Wayne, who is deaf, began working with Fredericton Works, a non-profit agency that provides employment counselling for the deaf and hard of hearing, and also the Neil Squire Society. There were many barriers to be overcome when the two organizations began their partnership to assist Wayne in finding employment. It took education in relation to deaf clients, encouragement, support, a willing employer and a little technology thrown in for good measure. Wayne is now happily employed in the maintenance department of Pine Grove Nursing Home.

For someone who has never worked with or employed a deaf individual, there are always two issues that are part of any initial employment discussion: safety and communication. The safety issues can be discussed and usually these objections can be overcome, but the issue of communication often looms for a longer period of time. Interpreters are always provided for interviews, training and for employee or employer needs throughout the duration of employment, but the issue of day to day communication, once the interpreters are no longer there, can be of great concern for the employer.

The needs of a deaf employee are unique and take a solid understanding of what will work and what will not work. Consultations between the Pine Grove Nursing Home, Fredericton Works, Saint John Deaf and Hard of Hearing Services, the Neil Squire Society, and of course Wayne, resulted in positive results for all. In this particular instance, the communications solution presented itself in the form of an iPad equipped with the Dragon Dictation app, which was provided by the Neil Squire Society as part of the Working Together Program. A waterproof and shatter resistant case was also provided for Wayne and both Pine Grove and Wayne were trained on how to use the iPad and the app. Wayne's iPad is an integral part of his working day. His supervisor uses it, his fellow employees use it, and everyone benefits from having this technology in the workplace.

The communication concerns felt by Pine Grove prior to committing to hiring Wayne were alleviated with the knowledge that an iPad would be a part of his employment package. This directly impacted their decision to hire Wayne. Communication was the issue, but through discussions about how well this equipment and software would work, the barrier to employment was lowered and eventually alleviated.



Rebecca Returns to School

Before coming to the Neil Squire Society, Rebecca had tried other employment services in Ottawa and was feeling discouraged. Finally, she met with Employ-Ability Program Facilitator, Polly, who told her about the Neil Squire Society's programs for people with disabilities. Rebecca recalls, *"When Polly met with me and told me about the Employ-Ability program, I was awe struck. Polly was like finding a needle in a hay stack. She was so positive, I saw a glimmer of hope that I could learn and do things on my own."*

When Rebecca met with Employ-Ability Program Coordinator, Joelle, she shared that she had a non-verbal learning disability and that she struggles with clinical depression and anxiety. Throughout the Employ-Ability program Rebecca learned more about her disability and the support that she requires. *"It takes me longer to process information. I realize now that I might need information repeated or rephrased so that I can understand. I've learned that it's okay to take your time and that it's okay to have these challenges and work at things differently,"* shares Rebecca.

During her time in the Employ-Ability program, Rebecca faced some challenges with her mental health. *"At times I have felt anxious while I'm in the class and I have had to learn not to focus on that and to focus on my work."* As part of the Employ-Ability program, Rebecca has completed lessons and exercises in stress and anxiety management and continues to practice the strategies that she has learned.

Rebecca believes that the lessons on communication skills and goal setting benefited her the most. *"I thought I knew how to set a goal, but I didn't. One of the goals I set for myself was to start running and I did that and feel motivated."*

Rebecca has decided to return to school to obtain a diploma in Early Childhood Education. She has been accepted to the program and started in January 2014. She feels confident that she can continue to access support through the Neil Squire Society.



Necessary Computer Skills beyond 'Surfing the Net'

Beyond 'surfing the net' Shaun had no idea how to use a computer. Realizing that computers are a necessary avenue for accessing and communicating with the world, Shaun wanted to develop his skills. One day Shaun's wife came across the Neil Squire Society on the Internet. Shaun knew that he wanted to get involved right away. Within days of calling the Neil Squire Society, Shaun received a pair of microphone headphones and quickly registered with the free online computer tutoring program, Distance Computer Comfort.

Shaun found that Distance Computer Comfort was the perfect program for him because he was able to learn how to use the computer in the comfort of his own home. Shaun has a spinal cord injury and is only able to stand for a maximum of 10 minutes and cannot walk for more than half an hour. Even though his main form of transportation is the transit system, it's quite a trek from his home to the Neil Squire Society's Burnaby office. Shaun is capable of using his wheelchair to access public transit but he must make multiple bus transfers and finds the journey overwhelming and challenging. Shaun would rather work from home because it's more accessible and much more comfortable.

For eight weeks, Shaun worked with an online tutor and developed a general appreciation of the computer. Shaun found that by enhancing his skills, he was able to reduce his computer anxiety, and he became more knowledgeable of Microsoft Word and email. .

Shaun feels the Distance Computer Comfort Program was a fantastic opportunity to learn the necessary computer skills in the comfort of his own home. He found that Gordon, the Distance Computer Comfort Coordinator, *"to be very patient, motivating and caring."* The learning experience at the Neil Squire Society has provided Shaun with the necessary tools to assist him in his future goals, especially his desire to express himself through creative writing.



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, Employment and Social Development Canada,
Government of Canada

Canada Summer Jobs, Employment and Social Development Canada,
Government of Canada

Community Gaming Grant, Ministry of Public Safety and Solicitor General,
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

Elections New Brunswick

WorkSafe NB

Central Valley Adult Learning Association

Ministry of Economy,
Government of Saskatchewan

Department of Finance,
Government of New Brunswick

Major Donors

Andrew Mahon Foundation	Kaatza Foundation
BC Technology for Learning Society	C. Judith MacDougall
Ranjit Bhatija	Moving Picture Company
Bienfaisance Foundation	Joel Nitikman and Liny Chan
Gary E. Birch	Greg Pyc
Geoffrey Birch	RBC Foundation
G.T. Hiring Solutions	Rick Hansen Institute
Margaret P. Cameron	SpencerCreo Foundation
Jerry Choy	TD Bank Group
Coast Capital Savings Credit Union	Telus Community Affairs – Ottawa
Community Foundation of Ottawa	Vancity
Da-Tech Electric Ltd	Vancouver Foundation
Great-West Life, London Life and Canada Life	VanTel /Safeway Credit Union Legacy Fund
Hamber Foundation	

Other Donors

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Amanda Robinson
Andrew Tablotney
Anna Widomska
Anne Mason
Annika Reinhart
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Armando Santos
Ben and Alexis Hughes
Bernard Joss
Bernice Lee
Beverly Grasse
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Rina Abramova
Rob Attwell
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Scott Bennis
Sean Sibbet
Steve Barclay
Steven Morin
Tamara Hickey
Tara Creech
Tara Leskie
Tim Readman
Tracey MacDonald
Truong Nguyen
Typefocus Internet Inc.
United Way of Greater Toronto
United Way of the Lower Mainland
United Way Ottawa
Vince Miele
Wanda Brown
Yasmin Juma

Statement of Financial Position

As at March 31, 2015

	2015	2014
ASSETS		
Current		
Cash	263,978	710,673
Restricted cash	174,526	172,806
Accounts receivable	296,579	391,209
Prepaid expenses	38,222	45,929
	773,305	1,320,617
Capital assets	276,982	84,429
	1,050,287	1,405,046
LIABILITIES		
(Current)		
Accounts payable and accrued liabilities	253,888	173,629
Deferred revenue	473,412	968,680
Total liabilities	727,300	1,142,309
Net Assets	322,987	262,737
	1,050,287	1,405,046

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

Statement of Operations

Year ended March 31, 2015

	2015 \$	2014 \$
REVENUE		
Contracts – Federal	7,396,237	2,261,147
- Provincial	1,748,809	1,831,266
- Other	378,875	283,979
Services and training fees	1,245,265	1,181,488
Gaming	135,369	135,556
Donations – cash	108,005	29,296
– in kind	43,397	44,390
Interest and other	4,972	3,457
	11,060,929	5,770,579
EXPENSES		
Salaries and benefits	4,378,965	3,144,468
Salaries and benefits - subsidies	4,424,049	290,939
Equipment lease and maintenance - expenditures	485,402	504,518
- in kind	43,397	44,390
Rent	461,660	436,172
Client tuitions	278,426	44,999
Travel	227,579	236,893
Telecommunications	129,246	98,431
Consulting and contracts	127,553	535,498
Marketing and program development	118,937	129,503
Professional development	90,439	55,287
Material and supplies	82,489	72,381
Legal and audit	27,421	47,888
Postage and courier	21,245	12,770
Insurance	20,735	22,098
Other	15,572	19,280
Vocational assessments and medical reports	10,624	21,276
Training allowance	-	4,500
	10,943,739	5,721,291
Revenue over expenses before other item	117,190	49,288
Other items		
Amortization of capital assets	(56,940)	(34,913)
Revenue over expenses for the year	60,250	14,375

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

The Neil Squire Society's Committees

Executive Committee

Chair: Drew Collier

Committee Members:

Don Danbrook, Treasurer
Dustin Paul, Governance
Robert Attwell
Karyn Zuidinga
Judy Hutchins
Gary Birch (ex officio)

Client Services Committee

Chair: Robert Attwell

Committee Members:

Laurie Hill
Dustin Paul
Gary Birch (ex officio)
Cheryl Colmer (ex officio)

Audit and Financial Management

Committee

Chair: Don Danbrook

Committee Members:

Rob Coard
Gary Birch (ex officio)
Greg Pyc (ex officio)
Ron Taylor (ex officio)

Technology and Partnership Committee

(Formerly R&D)

Chair: Karyn Zuidinga

Committee Members:

Rob Attwell
Drew Collier
Geordie Cree
Gary Birch (ex officio)
Jaimie Borisoff

Marketing Committee

Chair: Judy Hutchins

Committee Members:

Alexi Thomas (ex officio)
Gary Birch (ex officio)
Asa Zanatta

Fundraising Committee

Chair: Judy Hutchins

Committee Members:

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Karyn Zuidinga
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Clay Braziller
Tali Chester
Brian Pritchard

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