

NEIL SQUIRE SOCIETY
2017 - 2018 Annual Report

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Neil Squire in the early 1980s

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Message from the Chair of the Board

As I was reflecting on this past year trying to decide what to write for my first message as Chair of the Board, I decided to go to the Neil Squire Society website for some inspiration and a memory jog.

As I scrolled through the latest news section, what immediately came to my mind was how much the Neil Squire Society has accomplished this past year. This exceptional team of passionate and dedicated people never cease to amaze me. While there are so many things worth mentioning, I'm going to focus on a few key highlights of the year.

Key highlights of the year...

In last year's message from the Chair of the Board, Drew mentioned that the LipSync project and Makers Making Change would be "one to watch!" in the coming year and was he ever right.

A project to create a low cost LipSync device for mass production that was shelved seven years ago came back to life in a way that made it even more accessible than the team originally hoped.

The "LipSync" is an assistive technology that allows quadriplegics to use touchscreen mobile devices using a mouth-operated joystick with sip and puff controls. With support from Google, a low cost LipSync and the Makers Making Change platform came to life. The platform connects maker volunteers with people with disabilities who need assistive technologies.

In addition to the LipSync, other low-tech solutions are made with a 3D printer, that enable people with mobility issues or pain in their hands to do everyday tasks such as write, unlock a door, or open a bottle.

Word is getting out, with Makers Making Change being profiled on Accessible Media, Sustainability Television and CTV's Your Morning program. Last June, The Rehabilitation Engineering and Assistive Technology Society of North America (RESNA) awarded the "Most Disruptive Technology Award" to the Neil Squire Society for the LipSync. Not only is the program empowering people with disabilities, it is also bringing together a large number of individuals that may never have had an opportunity to meet, all the while teaching the importance of accessibility and helping make a more accessible world possible. In addition, the program is helping raise the awareness of the Neil Squire Society across Canada and into the United States.

Hundreds of people with disabilities will be able to achieve greater independence and find meaningful employment, thanks to the extension of the BC Province's popular Technology@Work program, which is operated by the Neil Squire Society. The program provides people with disabilities access to assistive technologies they need for employment.

The Working Together program, which is funded by the Opportunities Fund, is a unique, comprehensive and participant centered program designed to develop the skills required to help individuals achieve their employment goals. The program continues to see a year over year increase in the number of people with disabilities it helps employ.



From a balanced score card perspective, the organization continues to serve over 3,000 people with disabilities a year with an average quality of service experience of 84%. Which is tremendous!

Our fundraising program continues to mature and has seen solid fundraising results with the support of LIFT. The money raised plays a critical role in providing the organization with the opportunity to pursue exciting and important initiatives as well as significantly help the overall bottom line.

LIFT Philanthropy Partners is a national non-profit organization that believes vulnerable and at-risk Canadians deserve access to the tools and opportunities they need to thrive in society. LIFT provides support to social purpose organizations such as ours to help improve operations, accountability and measurement practices, and has agreed to work with us over a two year period to help us achieve our mission of using technology, knowledge and passion to empower Canadians with disabilities.

In addition to the fundraising support, LIFT has been helping us with our technology strategy and improving operational processes. This is important foundational work that will help set us up for success as we continue to grow and take on even more exciting opportunities.

Our very own Dr. Gary Birch was appointed to the Order of British Columbia, the Province's highest form of recognition. The Order recognizes exceptional individuals whose hard work, generosity of spirit and outstanding achievements have contributed immeasurably to the well-being of communities in British Columbia. Congratulations, Gary!

In summary...

This past year was another exceptional year for the Neil Squire Society, with Makers Making Change taking off and the society supporting and making a positive impact on the lives of over 3,000 people with disabilities.

This would not have been possible without the passion and dedication of our many employees and volunteers. On behalf of the Society I would like to thank you all for the significant contributions you have made throughout the year.

Georgie Cree
Neil Squire Society, Board Chair 2017/18



8th Annual Job Fair for Persons with Disabilities

APRIL 10, 2017 – The Neil Squire Society's Prairie Regional Office hosted 324 job-seekers and 46 employers at the 8th Annual Job Fair for People with Disabilities at the University of Regina's Centre for Kinesiology, Health and Sport. A significant number of the attendees were youth who were engaged to learn about the educational and employment opportunities available to them in the future.

88% of attendees who were polled reported a very positive experience at the job fair. Out of those polled, 95% of employers stated that they would return to the fair again.



ABOVE: Neil Squire Society staff at our booth

Charles Levasseur Receives Disability Awareness Week Provincial Award

MAY 30, 2017 – Charles Levasseur, Regional Manager and Assistive Technology and Learning Disability Specialist at the Neil Squire Society, won a Disability Awareness Week Provincial Award at the annual Disability Awareness Week legislative breakfast.

The award was presented to Charles for his continued work with the Neil Squire Society and his involvement in the field of Assistive Technology. In attendance at the breakfast were people with disabilities, as well as advocates, family members, supporters, organizations, government officials, researchers and employers.



ABOVE: Charles Levasseur



Neil Squire Society Partners with LIFT Philanthropy Partners

JUNE 28, 2017 – The Neil Squire Society partnered with LIFT Philanthropy Partners to work towards making the world of technology more accessible for people with disabilities.

LIFT Philanthropy Partners is a national non-profit organization that believes vulnerable and at-risk Canadians deserve access to the tools and opportunities they need to thrive in society. Through hands-on management and pro bono contributions from its national network of leading experts and businesses, LIFT supports social purpose organizations to improve their operations, accountability and measurement practices, so they can deliver meaningful, lasting impact in Canada.

In order to expand the reach, impact and effectiveness of the Neil Squire Society, LIFT will work with the Neil Squire Society over two years to build additional organizational capacity, support fund development capacity and implementation, strengthen brand awareness across the country, and enhance the organization's performance measurement framework.

For more information about Neil Squire Society's partnership with LIFT, please visit www.liftpartners.ca.





Neil Squire Society Awarded RESNA's Most Disruptive Technology Award



ABOVE: Julie using a LipSync

JULY 5, 2017 – The Rehabilitation Engineering and Assistive Technology Society of North America (RESNA) awarded their Most Disruptive Technology award to the Neil Squire Society for the [LipSync](#), a device that was developed by the Society's [Makers Making Change](#) initiative.

The award was presented to Harry Lew, Manager of Research and Development, at the RESNA 2017 Annual Conference in New Orleans, LA on June 29th, 2017.

RESNA Awards recognize individuals and organizations for their efforts and contributions to the field of assistive technology and rehabilitation engineering and to the RESNA organization. These awards honor members of a large and diverse community of dedicated peers and professionals, committed to promoting the health and well-being of people with disabilities through the use of technology.



AT Help Desk Website Launched

NOVEMBER 15, 2017 – The Neil Squire Society's AT Help Desk website launched. A Virtual Launch event was held on the morning of November 15th which provided an opportunity for guests to have their AT questions answered live by an AT Specialist based out of Halifax.

The AT Help Desk helps persons with disabilities access the most up-to-date AT information. The goal is to reduce the employment gap for persons with disabilities by providing easy access to vendor-neutral, current information about AT solutions for education and/or employment.

With the launch of the website, the AT Help Desk's

services are expanded from calls, emails and text to a website with plans to provide more opportunities to learn, share, and collaborate around AT.

Please visit www.athelpdesk.ca and follow the AT Help Desk on [Facebook](#) and [Twitter](#).



Neil Squire Solutions Website Launched

NOVEMBER 17, 2017 – The Neil Squire Solutions website launched. Solutions is a team of occupational therapists and assistive technology specialists who provide a range of related services to meet individual ergonomic and assistive technology needs. Services are offered on a fee-for-service basis to individual or corporate clients.

Please visit www.neilsquiresolutions.ca and follow them on [Instagram](#).





People with Disabilities, Inclusive Employers Benefit from Program Extension

DECEMBER 4, 2017 – Hundreds of people with disabilities will be able to achieve greater independence and find meaningful employment thanks to the extension of the Province of British Columbia's popular Technology@Work program.

More than 1,140 people have already accessed Technology@Work, where people with disabilities can get the assistive technology they need for employment.

Operated by the Neil Squire Society since May 4, 2015, a \$2 million investment from the Ministry of Social Development and a \$1 million investment from Advanced Education support the one-year extension of the program, until a contract renewal process is completed.

[Read the Province of British Columbia press release.](#)

Dr. Gary Birch Appointed to the Order of British Columbia

DECEMBER 14, 2017 – Neil Squire Society Executive Director, [Dr. Gary Birch](#), was appointed to the Order of British Columbia along with fifteen other exceptional civic leaders at an investiture ceremony at Government House in Victoria.



The Order of British Columbia recognizes exceptional individuals whose hard work, generosity of spirit and outstanding achievements have contributed immeasurably to the well-being of communities in British Columbia. It is the Province's highest form of recognition.

Dr. Birch was recognized for his research and developments in brain-computer interface and other forms of assistive technologies which have changed the lives of people with disabilities by giving them greater independence. Dr. Birch was inducted into the Terry Fox Hall of Fame by the Canadian Foundation for Physically Disabled Persons in 1998. He became an officer in the Order of Canada in 2008 and was awarded the Queen Elizabeth Diamond Jubilee Medal in 2012.

ABOVE: Dr. Gary Birch



Neil Squire Society Empowers Students with Disabilities through Assistive Technology in Fort Qu'Appelle, Saskatchewan



DECEMBER 2017 – Neil Squire Solutions will be providing assistive technology support to students and teachers at the File Hills Qu'Appelle Tribal Council in Fort Qu'Appelle, Saskatchewan, with a focus on helping students with disabilities transition from school to post-secondary education/training or employment.

Neil Squire Solutions will be reviewing and assessing the current teaching strategies at six schools in the region, with an eye to improving learning for students with disabilities. They will assist teachers in

investigating and demonstrating the use of assistive technology in their classrooms, and they will support students with disabilities in the use of technological supports to maximize their learning. Solutions will provide professional development training in the use of text-to speech software, word prediction software, and organizational tools.

Additionally, Solutions will provide assistive technology kits for classrooms which will include such technology as smart pens, iPads loaded with accessible apps, and the LipSync. They will also distribute a monthly newsletter for the schools with information about assistive technology.

Neil Squire Solutions has been on the cutting edge of technology for students with disabilities, educators, parents and decision makers. They have been a leader in ensuring students transition from school to post-secondary education/training or employment, as well as the use of Universal Design for Learning as it supports inclusive schools.



Makers Making Change

It was a busy year for Makers Making Change. In partnership with TELUS, Bell, Google, and various schools and makerspaces, we held 14 different events across Canada and the United States, and built 345 LipSyncs. Events took place in Burnaby, Vancouver, Philadelphia, Seattle, Bellingham, Calgary, Toronto, Kelowna, Mountain View, and Wolfville.



Burnaby School District Makeathon

APRIL 25, 2017 – Burnaby South Secondary students, volunteer engineers from the University of British Columbia, and Makers Making Change staff at the Burnaby School District Makeathon.

LipSyncs built: 22



TELUS Day of Giving LipSync Buildathon

JUNE 2-3, 2017 – TELUS International Senior Vice-President and Chief Corporate Officer, Marilyn Tyfting; Neil Squire Society Executive Director, Gary Birch; and Minister of Sport and Persons with Disabilities, Carla Qualtrough at the TELUS Day of Giving LipSync Buildathon in Vancouver.

LipSyncs built: 30



Stateside LipSync Buildathons

JUNE 18, 2017 – Scott and his daughter build a LipSync on Father's Day during our buildathon in Philadelphia, Pennsylvania as part of the Nation of Makers' Week of Making.

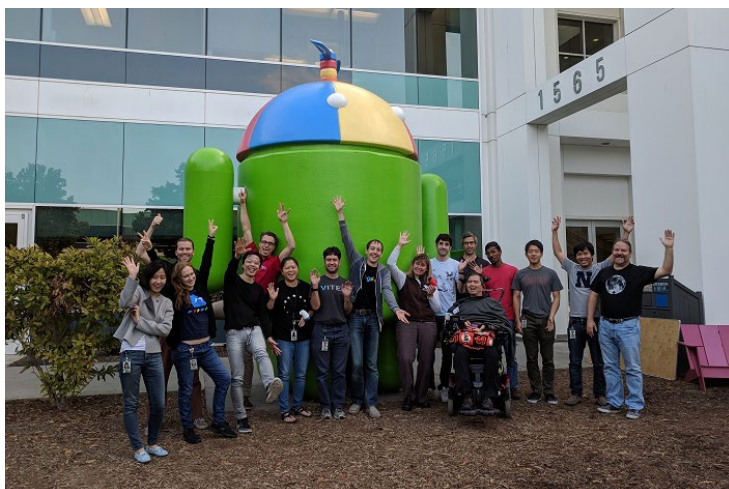
LipSyncs built: 21



Bell LipSync Buildathon

OCTOBER 12, 2017 – Bell employees and makers with their completed LipSyncs at the Bell LipSync Buildathon in Toronto.

LipSyncs built: 40



Google LipSync Buildathon

NOVEMBER 2, 2017 – Google staff pose in front of the Android statue in Mountain View, California during Accessibility Week's Google LipSync Buildathon.

LipSyncs built: 13



Omar Finds Independence with the Lipsync

VANCOUVER, BC — In September of 2010, Omar was travelling with a friend in Northern Iraq. On one particularly hot day, he decided to go for a swim. He dove into the water, hit a rock, and broke his neck at the C5 vertebrae.

"I was like, my life was totally over," he says. "I jumped motorcycles, I went to the gym every day, I was just a very active person, and all that just stopped."

In October of 2015, Omar and his family immigrated to Canada. And before long, he found a new passion — painting. He had signed up for an art class where he learned that he could do it.

When [Makers Making Change](#) called Omar to see if he wanted to test out the [LipSync](#), he said yes. As soon as he tried it, he felt an immediate connection.

BELOW: Omar using the LipSync



"[It's] so easy to use. It felt very natural," Omar explains, saying the movement of the mouthpiece and the sip and puff controls were easy to understand. "If I wanted to design something, it'd be exactly like this."

Now, he's using it to pursue his dreams, saying the LipSync is *"absolutely"* life changing. Having applied to a Communication Design program at BCIT and Emily Carr University, he needed to take a Business English course at BCIT to upgrade his English. For his exam, he brought his LipSync.

He didn't just pass the course either. He excelled.

[Read Omar's success story on our website.](#)



“

"I'm a quadriplegic, and I did an exam myself. Usually, in my case, there's a scribe or someone assisting me. For me, I did it on my own with this device."

OMAR



Cody's First Summer Job

PENTICTON, BC — Cody, who has autism, is an enthusiastic 15-year-old who wanted to have a “real job” so he could earn some money. His intellectual disability means his processing may be a bit delayed, but his will to do his best is always on point.



Through the Neil Squire Society’s [Working Together](#) program, Cody was connected to Maple Roch, a social enterprise that procures and sells maple syrup.

[Read Cody’s success story on our website.](#)

Over the summer, Cody played an important role in the day-to-day running of the business. He greeted customers, stocked products on shelves, prepared and served drinks made with maple syrup, and helped keep the shop clean.

BELOW: Cody with Roch Fortin, owner of Maple Roch.
Photo via Summerland Review



“Cody is an excellent worker. His enthusiasm is amazing! He loves to come here every single day.

The Working Together program could change an entire generation of those that are vulnerable, and an entire mindset of employers and employees.”

MIRJANA, Office Coordinator
at Maple Roch





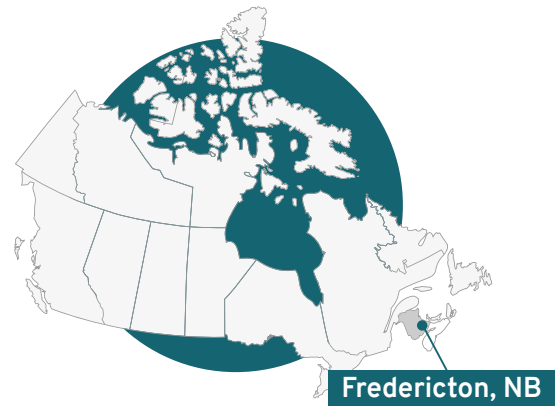
Cassandra Finds Her Entrepreneurial Spirit

FREDERICTON, NB – While working her way through an outdoor obstacle course, 22-year-old Cassandra had a stroke. The stroke left her with ataxia, double vision, and difficulty speaking clearly.

Cassandra started to get organized with the help of the Working Together program. She started using a folder to file and organize her paperwork and feels the career assessment pushed her to move forward. Ultimately, she decided to make her own path – she decided to pursue self-employment.

The decision came after Cassandra hosted a “Paint and Sip” party, where, as part of a group, she followed the instructions of an art teacher to create a painting.

BELOW: Working Together participant Cassandra



Cassandra was amazed at how well she could paint and decided she wanted to continue to paint and sell her paintings online. She also decided to become an Arbonne consultant, so she can work from home and promote her business online.

Cassandra describes herself as organized, self-motivated, determined, and an initiator. She wants to be the best version of herself and if anyone says she can’t do it, she says, “*Watch me!*”

[Read Cassandra’s success story on our website.](#)



“

“Don’t worry so much about what other people think about you. Just do what you have to do. Get better. The most important thing is yourself. Don’t let anyone slow you down.”

CASSANDRA, Working Together participant



An Integral Part of the Home Hardware Team

OTTAWA, ON – Eric, who has Asperger Syndrome, was looking for employment when he turned to the Neil Squire Society's Working Together program for help.

After exploring some career ideas with the Working Together team, Eric set a personal goal to try his hand at working in the retail environment to allow him the opportunity to increase his communication skills, reduce his anxiety, and build his confidence.

The Orleans Home Hardware just outside of Ottawa turned out to be the perfect fit. Eric loves his job, handling stock and assisting customers out on the sales floor. *"We're like family."*

[Visit our website to read Eric's success story.](#)



BELOW: Eric proudly standing outside the Orleans Home Hardware

“

"My favorite part is helping the customers. I enjoy sharing tips and product recommendations for gardening and insect control."

ERIC, Working Together participant





John Perseveres and Lands A New Job

REGINA, SK — John was born with congenital spinal stenosis. As a result, he has had to deal with tremors and spasms for as long as he can remember.

In 2016, John was further diagnosed with myelomalacia. His spinal disability has caused arthritis, and as a result, he can't walk properly without the aid of cane, walker, or wheelchair. This diagnosis made it impossible for John to continue his career in concrete and maintenance services.

In Working Together, John particularly focused on improving his self-esteem. He learned new job search techniques, and worked on his resume and cover letter. He began to see many opportunities open for him in the labour market.

John landed a job with a landscaping company. “My disability is not the end. It’s a new beginning,” John says of his newfound perspective.

[Read John’s success story on our website.](#)

“

“I have learnt to persevere, don’t give up. I am not alone in my difficulties and don’t get down about things I can’t do every day. I am different in many ways, more outgoing, not so fearful to try new things and just to keep on going.”

JOHN, Working Together participant



ABOVE: Working Together participant John at his new job

WORKING TOGETHER STATISTICS

346

PARTICIPANTS

176 employed/self-employed

97 returned to school / stayed in school

173 Wage Subsidy intervention



Jonas Finds a Job that Matches His Skills

BURNABY, BC — Jonas worked as an Architectural Drafter in the Philippines, his home country. He started looking for a similar job in Canada, but found it difficult due to his lack of Canadian experience.

Jonas had contracted polio when he was a child. This, along with partial paralysis in both his legs, had greatly compromised his physical stamina.

Jonas joined the Neil Squire Society's [Solutions for Employment](#) program, which helps people with disabilities and injuries find and maintain employment. The team performed career assessments to evaluate what would be a good fit for Jonas. He then went on informational interviews with architects and took courses at BCIT to obtain industry certifications.

With the help of the program, Jonas received orthotic footwear, crutches for moving around at work, as well as a scooter that he currently uses as his transportation. Jonas's hard work led to full-time employment as a CAD Drafter.

[Read Jonas's success story on our website.](#)

“

“[The Neil Squire Society] helped me with a lot of things like finding me a job, transportation allowance for looking for a job, and the most important: encouragement and support.”

JONAS, Solutions for Employment participant



BELOW: Solutions for Employment participant Jonas with his new scooter and crutches





Maria-Luisa Makes a Career Change She Loves

BURNABY, BC — Maria-Luisa has rheumatoid arthritis and fibromyalgia, which affect her mobility and her ability to work with her hands. She underwent surgery for a full knee replacement in both her legs.

After the operation, Maria-Luisa worked on recovering her ability to walk and move around. Then she considered returning to the workforce.

The Solutions for Employment team worked with Maria-Luisa to assess a range of career avenues. Employment as an interpreter sounded like the perfect fit. Maria-Luisa was thrilled to secure a position as an interpreter for the CBSA, where she translates customs interviews word-for-word.

[Visit our website to read Maria-Luisa's story.](#)



"I have to thank the staff at Neil Squire for all the help and support I've received. It's been inspirational and motivational and has helped me to not give up."

MARIA-LUISA, Solutions for Employment participant

BELOW: Solutions for Employment participant Maria-Luisa



SOLUTIONS FOR EMPLOYMENT STATISTICS



55

Participants served



35

Participants who secured employment



6

Participants who returned to school

Donna Enjoys More Comfort with Technology@Work

KELOWNA, BC — Donna was involved in two motor vehicle accidents nine years apart. Both incidents contributed to significant upper neck and back injuries and frequent migraine headaches.

Donna volunteers for the Canadian National Institute for the Blind, along with working from home as a transcriptionist. Repetition, ill-fitting chairs, or static posture would intensify her pain.

The Neil Squire Society operates the Province of British Columbia's [Technology@Work](#) program that provides people with disabilities access to assistive technologies they need for employment, often at no cost to the client.

Through Technology@Work, Donna received a range of ergonomically assistive devices, including: an adjustable office chair, an ergonomic keyboard, an adjustable keyboard tray, an adjustable ambidextrous clamshell mouse, and a monitor arm.



Since receiving these assistive technologies, Donna shared that she is experiencing *“a huge improvement in my workability, endurance, and comfort, resulting in increased productivity. Once I started using this equipment, working hours just flew by.”*

[Read Donna's success story on our website.](#)

BELOW: Technology@Work participant Donna

“

“This has been a life-changing experience and outcome for me. I am not only grateful for all they have done for me personally, but I commend them for the many lives they enhanced in the past and the lives they will enhance in the future. Thank you, Neil Squire Society, for enriching so many lives!”

DONNA, Technology@Work participant





Technology@Work Helps Roy Get “Back on Track”



ABOVE: Technology@Work participant and singer-songwriter-performer Roy

VANCOUVER, BC — For over 46 years, Roy has made his living playing music, making a name for himself as one of Canada's premiere singer-songwriter-performers.

For the past 11 years, Roy has also hosted a weekly radio show, Roy's Record Room, on Alberta's CKUA

Radio Network, spinning an eclectic mix of vinyl and shellac from his extensive record collection.

Roy was declared legally blind in 2016 after *"an unfortunate accident that caused grave injury to my only good eye."*



In early August of 2016, Roy joined the Neil Squire Society's Technology@Work program. Working with an Occupational Therapist and Assistive Technology Advisor, he received all the technology he needed to get back to work including JAWS Screen Reading Software, an iPad to utilize Siri and VoiceOver, a PenFriend Audio Labeler, and an OrCam MyEye text reader.

Roy describes the Technology@Work program as "life-affirming." While he admits his recovery is still a work in progress, he is amazed at what he is able to do now, compared to just after his accident. Roy says he is grateful to Technology@Work for helping him get "back on track".

[Visit our website to read Roy's success story.](#)



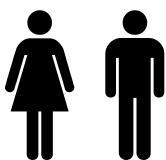
"They have given me invaluable guidance and have provided me with many tools which I have utilized over the past year. All have been very helpful to me in my continuing efforts toward getting back to work."

ROY, Technology@Work participant

Technology@Work Statistics

351

Participants
Served



230

Applicants
Received



163

Needs
Determinations



118

Signed AT
Agreements





Brenda Learns Computer Skills for University

REGINA, SK – “I lack computer skills,” explains Brenda. “It’s a barrier for me when I look at the job lists because most of the jobs require computer skills.”

While she was looking for a summer job, Brenda’s pressing concern was that she was headed back to school. She was set to study psychology at the University of Regina to become a counsellor, something she’s “always wanted to be.”

BELOW: Computer Comfort participant Brenda



Having been a victim of abuse and a residential school survivor, Brenda’s education was delayed. She suffers from PTSD and ADD. She had begun drinking at a young age and dropped out of school in Grade Nine.

As an adult, she began working on her education, finishing Grade 10 in 2000, and completing her high school studies in 2016.

In [Computer Comfort](#), Brenda learned the necessary tools for both her job search and university studies. Using her newfound skills, she found a job with Regina Treaty/Status Indian Services Inc.

[Visit our website to read Brenda’s success story.](#)

“

“I learned how to send an email by myself – something I could never do. I also came to the realization of what the Tab key is for. Even when the old typewriters were in existence, I didn’t know what its function was.”

BRENDA, Computer Comfort participant



STATISTICS

Computer Comfort



68 participants



27 volunteers



1,300+ tutoring hours



870 volunteer tutoring hours

OUT OF 68 PARTICIPANTS



27

were new for 2017/2018

1,300 TUTORING HOURS, INCLUDING

450

tutoring hours by staff members

870

tutoring hours contributed by community volunteers and youth

90

hours of home support by staff to provide tech support to homebound clients

OUT OF 27 VOLUNTEERS



15

were new for 2017/2018

2

were youth

STATISTICS

Computer Refurbishing



70 refurbished computers provided to clients



60 computers repaired



Maintained our **MAR** (Microsoft Authorized Refurbisher) relationship



850+ hours of tech support to clients on-site, off-site and remote



Ian Upgrades His Computer Skills for Head Coach Role

VANCOUVER, BC — Ian Chan has been playing wheelchair rugby since he was a teenager. He became a quadriplegic at the age of 15 after a motorcycle crash.

His recreational therapist at GF Strong Rehabilitation Centre was Duncan Campbell, the inventor of wheelchair rugby. He asked Ian to try the game. Ian did, loved it, and has been part of Team Canada's roster since 1998.

Fast-forward to 2017: Ian was working as an Assistant Coach at the BC Wheelchair Sports Association. He was interested in becoming the head coach, but he needed to upgrade his computer skills for the role.

Ian joined the Neil Squire Society's [Distance Computer Comfort](#) program, which provides online computer skills tutoring to people with disabilities from the comfort of their home.

Ian remembers working on Microsoft Excel a lot, which he describes as “*challenging, but worth it.*”

“

“It was really good. I had a great working relationship with Isabella [the volunteer who trained him]. She was very helpful and resourceful.”

IAN, Distance Computer Comfort participant



Ian applied for the head coach position using the resume he had made during the classes, and was able to land the job.

Ian has the opportunity to use his skills at his new job: “*I make training plans for my athletes, some of whom aren't even in the Lower Mainland. Excel comes in handy for that.*”

[Read Ian's success story on our website.](#)

BELOW: Distance Computer Comfort participant and wheelchair rugby star Ian





STATISTICS

Distance Computer Comfort



60 participants



22 volunteers



890+ tutoring hours



(Alberta, British Columbia, Manitoba, Saskatchewan, Ontario, Quebec, Northwest Territories)

7

Provinces and territories served

33

Cities served

4

Distance Computer Comfort partner sites

OUT OF 60 PARTICIPANTS



54

enhanced their employability

8

secured further volunteer positions

3

moved on to training and/or education activities

3

furthered their citizenship engagement

5

secured employment

VOLUNTEERS

10

volunteered with us for the first time

12

continued to volunteer for us from 2016/2017

2

were former clients who became volunteers

13

are continuing client pairings into 2018/2019 or are waiting to be paired with participants

Located In

British Columbia, Alberta, Saskatchewan, Ontario, and Nova Scotia

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

Allan LaFrance
Andrew Mahon Foundation
BC Innovation Council
BC Paraplegic Foundation
Bell Canada
Broadcasting Accessibility Fund
Coast Capital Savings Credit Union
Community Foundation of South Okanagan
Eric Prosser
Google.org
Great-West Life, London Life and Canada Life
Hamber Foundation
Hannibal and Christine Petro
Kaatza Foundation
Mary Burgoyne
RBC Foundation
SpencerCreo Foundation
TD Canada Trust
Timothy Sader
Vancouver Foundation

Donors

Alejandro Saldana
Brian Kandal
Bruce Warnsby
Carmen Jaume
Dawn Mariscal
Desiree Murray
Donna Remington
Doug Season
Dwayne Banister
Elizabeth Dyer
Geoffrey Birch
Heather Riome
Janet Ursu
Judith Hutchins
Judith MacDougall
Kenneth Birch
Lindsey Bertrand
Lisa Wilmot
Mariusz Mystkowski
Mary Frances Laughton
Patrick Jones
Rob Attwell
Robert Coard
Stacey Jorgensen
Timothy Beals



Statement of Financial Position

(As at March 31, 2018)

ASSETS

Current	2018	2017
Cash	\$ 182,519	\$ —
Restricted cash	135,000	135,000
Accounts receivable	865,198	1,112,104
Prepaid expenses	85,870	89,949
	1,268,587	1,337,053
Capital assets	24,352	66,113
	1,292,939	1,403,166

LIABILITIES

Current	2018	2017
Cheques issued in excess on funds on deposit	\$ —	\$ 52,151
Bank debt	—	165,000
Accounts payable and accrued liabilities	297,082	862,213
Deferred revenue	818,568	172,260
Total liabilities	1,115,650	1,251,624
Net assets	177,289	151,542
	1,292,939	1,403,166

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



Statement of Operations

(Year ended March 31, 2018)

REVENUE	2018	2017
Contracts - Federal	\$ 4,100,904	\$ 4,605,400
- Provincial	1,519,777	1,776,937
- other	762,241	990,120
Services and training fees	2,045,146	1,673,586
Recoverable costs	739,226	1,344,430
Gaming	135,000	135,000
Donations - cash	151,660	33,834
- in kind	381,136	43,713
Interest and other	36,605	13,332
	9,871,695	10,616,352
EXPENSES	2018	2017
Salaries and benefits	\$ 5,223,402	\$ 5,346,927
Wage subsidies	993,715	1,405,928
Client equipment	725,240	1,197,495
Rent	571,951	591,199
Equipment, lease and maintenance - expenditures	239,037	349,627
- in kind	381,136	43,713
Travel	313,405	269,587
Client tuitions	393,476	448,224
Consulting and contracts	303,709	383,462
General and administrative	301,896	276,711
Material and supplies	215,254	169,916
Marketing and program development	139,940	93,244
	9,797,161	10,576,033
Revenue over expenses before other items	74,534	40,319
Other items		
Amortization of capital assets	(24,791)	(35,731)
Write off of leasehold improvements	(23,996)	—
Revenue over expenses for the year	25,747	4,588

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



Board and Committee Members

BOARD MEMBERS

Geordie Cree, **Chair**
Robert Coard, **Vice-Chair**
Marie Burgoyne, **Member**
Drew Collier, **Member**
Don Danbrook, **Member**
Laurie Hill, **Member**
Judith Hutchins, **Member**
Brian Pritchard, **Member**

EXECUTIVE MEMBERS

Gary Birch, OC, OBC, PhD, PEng, **Executive Director**
Greg Pyc, **National Operations Manager**

MANAGEMENT TEAM

Greg Pyc, **Western Regional Manager**
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**
Harry Lew, **Research & Development Manager**
Chad Leaman, **Director of Innovation**
Suzanne Wiens, **Director of Communications**
Rachin Kumar, **Assistant Director of Finance**
Kelvin Leong, **National IT Manager**

AUDIT AND FINANCIAL MANAGEMENT COMMITTEE

Robert Coard, **Chair**
Don Danbrook
Gary Birch (ex officio)
Greg Pyc (ex officio)

MARKETING COMMITTEE

Judy Hutchins, **Chair**
Chris Back
Janina Kon
Gary Birch (ex officio)
Suzanne Wiens (ex officio)
Priyanka Mehta (ex officio)

CLIENT SERVICES COMMITTEE

Geordie Cree, **Chair**
Laurie Hill
Marie Burgoyne
Gary Birch (ex officio)
Cheryl Colmer (ex officio)

FUNDRAISING COMMITTEE

Brian Pritchard, **Chair**
Drew Collier
Don Danbrook
Judy Hutchins
Gary Birch (ex officio)
Shelina Dilgir (ex officio)
Chad Leaman (ex officio)

TECHNOLOGY AND PARTNERSHIPS COMMITTEE

Drew Collier, **Chair**
Geordie Cree
Rob Attwell
Jaimie Borisoff
Roger Jones
Josh Vander Vies
Gary Birch (ex officio)



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F 306.522.9474

Central Regional Office

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Ottawa, ON K2E 7J6
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F 613.723.3579

Atlantic Regional Office

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Fredericton, NB E3B 7G5
T 506.450.7999
F 506.453.9681