

Neil Squire Society 2018 – 2019 Annual Report



Neil Squire

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Message from the Chair

Thinking back on my second year as chair of the board, what stands out most are the people and their passion. Over the year, I had the privilege to attend several community events as well as a Lipsync Build with my family. At each event I was able to meet with our amazing employees, and volunteers along with many people who directly benefit from our programs and services.

It was truly inspiring to listen to their stories and learn about the challenges we helped them overcome. You could really feel the passion and pride in everyone's voices. I encourage you to take the time to read through the entire annual report and learn about the many stories for yourself.

From a balanced score card perspective, the organization continues to meet or exceed the goals it sets out for itself. Which is a testament to the great leadership of Dr. Birch and the passion and commitment of our great employees!

As highlighted in this report, the Neil Squire Society plays an important role in the lives of people with disabilities across the country, one that would not be possible without the passion and dedication of our many employees, funders, donors and volunteers. On behalf of the Society I would like to thank you all for the significant contributions you have made throughout the year.



Geordie Cree
Neil Squire Society, Board Chair 2018/19

A breath. A conversation. A world of possibilities.

The Neil Squire Society has been revolutionizing the lives of Canadians with disabilities since 1984 through accessible assistive technology.

Our organization was established when 21-year-old Neil Squire was left a brain-stem tetraplegic after a car crash. Seeing he was unable to speak or move his arms and legs, Neil's family and a group of professionals in Vancouver created a ground-breaking device allowing him to communicate by using his breath to type Morse code. The technology was rudimentary at the time but it reconnected Neil to the world, allowing him to speak with family and friends once again. After Neil passed, the small but mighty group formed the Society in his name to keep improving the lives of people with disabilities.

Speaking to a loved one. Checking email. Maintaining or finding a new job. Since Day One, our mandate hasn't changed—we believe people of all abilities should have the opportunity to live, work and play without barriers.

Our work is focused on four distinct areas: Innovation, Digital Literacy, Employment, and Assistive Technology.

We create affordable assistive technology devices that give people with disabilities greater control over their lives. We offer immersive programs that teach people with disabilities how to use technology and succeed both at home and in the workplace. We provide ergonomic solutions and access to assistive technologies that remove barriers for people with disabilities.

Together, our work enables people with disabilities to achieve their goals, reach their full potential and continue living life to the fullest.

We are a partner of choice for government and industry decision makers who share our passion for making Canada more accessible for all. Through our collaborations, we can do more—explore more ways to empower people with disabilities.

Under the leadership of Dr. Gary Birch, we have grown and thrived. What began in 1984 as three people in a small Vancouver office has grown to more than 15 offices with a collective staff of 100 across Canada.

Dr. Birch advanced the organization by connecting business, innovation, and social purpose. Our unique culture is evident in all areas of our organization and lives through our experienced and diverse team of staff and volunteers, many of whom have also personally benefitted from our services.

The impact of Neil Squire will continue to benefit all Canadians by helping ensure people of all ability have the opportunity to live, work, and play without barriers.



Neil Squire

A Visit From The Honourable Kirsty Duncan

We were thrilled to welcome the Honourable Kirsty Duncan, Minister of Science and Minister of Sport and Persons with Disabilities, to the Neil Squire Society's Burnaby Head Office on April 12th, 2018. We showcased the LipSync and other low-tech assistive devices such as a pen holder and nail clipper holder.



Jim, a quadriplegic, demonstrates the LipSync to Minister Duncan

#BCTECH Summit: Inclusive And Accessible Workplaces Lead To Better Products

Neil Squire Society Executive Director, Gary Birch, was a speaker on the TECH Talks panel at the #BCTECH Summit on May 14th, 2018. The group talked about how diverse teams allow organizations to build meaningful experiences with the people they hope to benefit.

Meanwhile, our Makers Making Change team hosted the #BCTECH Summit LipSync Buildathon with TELUS.



Nina Johal, Senior Director, Global Executive Talent Acquisition Microsoft; Naitik Mehta, CEO & Co-Founder, NextBillion.org; Gary Birch, Executive Director, Neil Squire Society; and Jocelyn Maffin, Resource Centre Manager, Spinal Cord Injury BC.

Government Of Canada Funds Digital Technologies To Improve Accessibility For Canadians With Disabilities

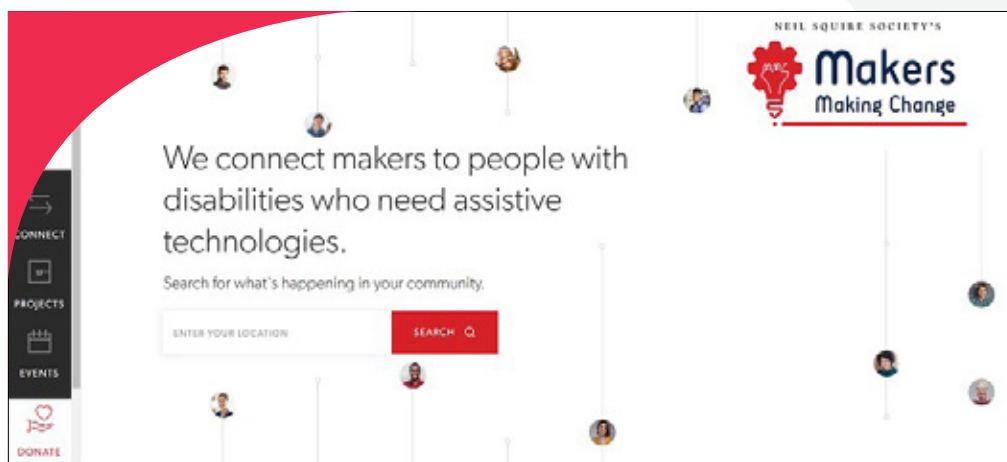
On Global Accessibility Awareness Day, May 17th, 2018, the Government of Canada announced its commitment to helping more Canadians with disabilities participate in the digital economy.



Left to Right: Gary Birch, Executive Director, Neil Squire Society; the Honourable Navdeep Bains, Canada's Minister of Innovation, Science and Economic Development; the Honourable Kirsty Duncan, Minister of Science and Minister of Sport and Persons with Disabilities; Bill Barrable, Chief Executive Officer, Rick Hansen Institute; Dr. Jaimie Borishoff, Canada Research Chair in Rehabilitation Engineering Eesign, BCIT and ICORD.

Makers Making Change Website Launch

The new Makers Making Change website, www.makersmakingchange.com, went live on May 31st, 2018. Our goal was to facilitate more community level collaboration, which is why the homepage greets you with a feature allowing you to search for makers, project requests, or events in your area.



The new Makers Making Change website homepage

Telus Builds 175 Lipsyncs

In June of 2018, Makers Making Change wrapped up the TELUS Days of Giving LipSync Buildathons. Some incredible TELUS team members helped us build 175 LipSynchs!



TELUS maker at the Okanagan buildathon.

Innovation

Board Of Directors Lipsync Build

On December 3rd, 2018, to celebrate International Day of Persons with Disabilities, we invited our Board of Directors and their family and friends to build LipSyncs at our office in Burnaby, BC.



*LipSync Board Build Event
at Neil Squire Society.*

Neil Squire Elves Workshop

The Neil Squire Elves Workshop, a maker event put on by Makers Making Change, took place on December 19th, 2018, at the Saskatchewan Science Centre in Regina.



*Participants at the Neil
Squire Elves Workshop*

Innovation

Switch Adapted Toys

On February 13th, 2019, with help from some eager volunteers at Vancouver Hack Space, Makers Making Change hacked 10 toys for children with physical challenges.



Kristina and Zee holding up My Pals Scout and Violet

Makers Making Change

Statistics (from program start to March 2019)

Directly facilitated over **336** open source assistive technology pieces going to people with disabilities, disability associations, and professional centers.

61 total open source assistive technology projects on the website

146 LipSyncs given out across Canada

41 LipSync buildathons, with **917** participants

Thingiverse project views: **59,000**

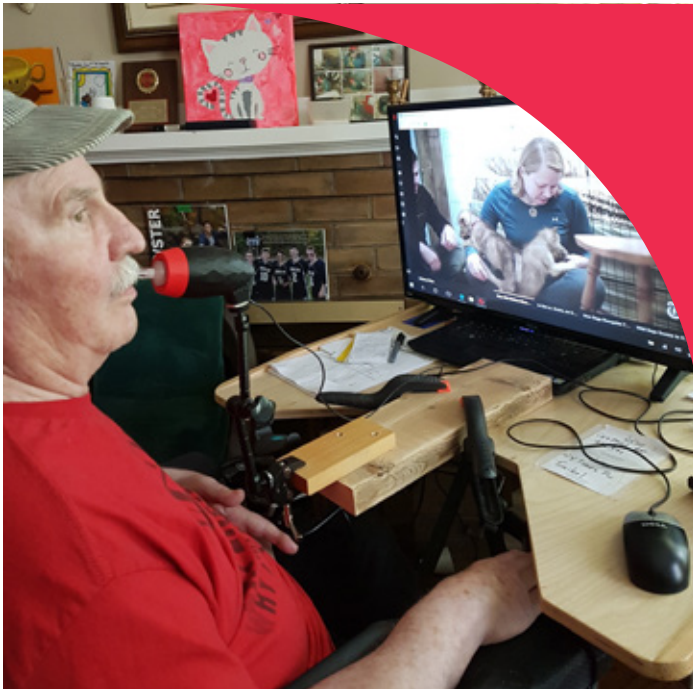
Thingiverse project downloads: **15,867**

The Lipsync Helps Lamont Read The Manchester Guardian

Technology had always been a big part of Lamont's life. After retiring from his 30-year teaching career, he had become a marine chemist.

In late 2016, Lamont broke his neck in an accident at home. He had no use of his legs and limited use of his arms and hands.

When Lamont received a LipSync through our Makers Making Change initiative, he caught on quickly to the device. He can now independently use the internet, saying, "I read the Manchester Guardian for the first time in over a year." He can also stay connected with his three children and seven grandchildren, who all live in the United States.



*Lamont using
his LipSync*

An Accessible Gaming Controller For Kaileen

Kaileen, a video game enthusiast, cannot use a regular controller or keyboard. With the help of Makers Making Change and Simon Fraser University students, Kaileen tested out Need for Speed on an accessible gaming interface tailored to her needs.

Kaileen now looks forward to playing video games with her boyfriend, Alex. "There's a game called Overcooked – it's cute. We really want to play that. I'm excited!"



Kaileen gaming with her LipSync and accessible gaming controller

Computer Comfort

Participants

Served **68** people with disabilities,
17 new to the Neil Squire Society

An average of **34** clients active
each month

Tutoring and Tech Support Activities

Over **1800** hours of one-on-one tutoring, including:

909 tutoring hours by staff members

888 total tutoring sessions

886 tutoring hours contributed by
community volunteers & CAP

50 hours of home support by
staff to provide tech support to
clients who are house-bound

Volunteers

21 community volunteers, **6** new to
the Neil Squire Society

Includes **2** Youth Volunteers
from the CAP program, who
volunteered **311** hours

Computer Refurbishing Program

Provided **70** refurbished computers in clients' homes across Canada and
repaired over **50** computers.

Provided over **950** hours of tech
support to clients on-site, off-site
and remote

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

Digital Literacy

Brenda's Life Changes "For The Better – And The Better – And The Better."

"I never liked computers until I went to Neil Squire," says Brenda.

Brenda is a victim of abuse and a residential school survivor. She has post-traumatic stress disorder (PTSD) and attention deficit disorder (ADD).

She wanted to go to university, but computer skills presented a barrier. She sought out the Neil Squire Society and joined the Computer Comfort program.

Bit by bit, Brenda built up her knowledge and started her undergraduate program. Her new skills even helped her land a job!



*Computer Comfort
participant, Brenda*

No Turning Back For Daniel With Computer Comfort

After a stroke, Daniel had to give up his 30-year career as a carpenter. He planned to get into strata management, but needed computer skills to do the job.

When Daniel came into Computer Comfort, he didn't know how to type. He spent a year attending classes, learning to type one-handed and also becoming familiar with Microsoft Office programs.

Daniel recently landed a job as a Strata Manager. He says: "Without this training I wouldn't be job-ready. I hope the program receives support to continue to help people."



*Computer Comfort
participant, Daniel*

Digital Literacy

Distance Computer Comfort

Total Clients Served: DLCC—**62**

Total Tutoring Hours: **1050.75**
(87 hours on average every month)

Number Provinces Served: **7**

Volunteers: **20**

Number Cities Served: **28**

DL CC partner sites: **5**

Of the 62 clients taking part in the program in the past year:

Enhanced employability: **56**

Employed: **10**

Volunteering: **17**

In training or education: **4**

Citizenship engagement/active living: **8**

Over the past 12 months, from the 20 volunteers who took part:

6 volunteered with Neil Squire
for the first time

14 continued to volunteer for us
from 2017 / 2018

14 are either continuing client pairings into 2018 / 2019
or are waiting to be paired with clients.

2 were former clients of
Distance Computer Comfort,
who returned as volunteers

13 were located within BC, with
2 in Ontario, **1** in Alberta, **2** in
Saskatchewan and **2** in Nova Scotia

More Access For Jeff With Distance Computer Comfort

Jeff volunteers in a care home and a store, along with doing administrative work for Alliance for Equality of Blind Canadians. He is also a paraplegic.

Jeff wanted to access Spinal Cord Injury BC (SCI BC) Virtual Peer Group events, which connect persons with spinal cord injuries and related disabilities in British Columbia. However, severe carpal tunnel made it difficult for him to participate.

Through SCI BC, Jeff received a trackball mouse for more ergonomic use of his hands, as well as the speech recognition software Dragon. SCI BC then referred Jeff to the Neil Squire Society's Distance Computer Comfort program, where he learned how to use Dragon.

Jeff worked one-on-one with Distance Training Coordinator, Gordon Watt. "I learned a ton," says Jeff. "It was very easy to learn through Gordon."



Distance Computer Comfort participant, Jeff

“Exciting” Possibilities For Kate After Her Computer Lessons

Kate, who is 64 years old, is an active volunteer. Due to multiple sclerosis, she is dependent on HandyDART to get around. The Neil Squire Society’s Distance Computer Comfort program was just what she was looking for.

Kate wanted to learn more about newsletters and graphics for her volunteer work. She was paired with Bruce, a volunteer tutor. They hit it off instantly, even though they were in different cities in British Columbia.

At the end of her tutoring period, Kate’s confidence with technology increased drastically. She says: “I’m more confident when I’m putting together the bimonthly newsletter that we put out with our society. I can even answer questions for other people, which is stunning. And I think my kids are a little less rude to me!”



*Distance Computer Comfort
participant, Kate*

Certified Career Development Practitioner Certification

All of our employment staff in British Columbia attended a special three-day course in June of 2018, with the BC Career Development Association in order to secure their Certified Career Development Practitioner certification.



Burnaby Staff attending the course

Employment

Government Of Canada Creating A More Inclusive Canada By Helping To Improve The Access Of People With Disabilities To The Workforce

The Honourable Carla Qualtrough, Minister of Public Services and Procurement and Accessibility, announced on August 16th, 2018, that organizations across Canada will receive financial support through the Opportunities Fund for Persons with Disabilities.



Left to right: Shelina Dilgir, Director of Development; Zee Kesler, Makers Making Change Project Manager; Gilbert Siu, Case Manager; Gary Birch, Executive Director; The Honourable Carla Qualtrough; Sara Bains, Director of Employment Programs; Ann Marcoux, Career Facilitator

Employment

British Columbia Certified Career Development Agency

In August of 2018, the Neil Squire Society became a Gold level BC Certified Career Development Agency.



BC Certified Career Development Agency logo

Working Together

Participants: **240**

Of them:

Employed /
Self-employed: **105**

Returned to school /
stayed in school: **55**

Wage subsidy
interventions: **58**

Employment

Jessica Meets A Huge Goal With Working Together

Jessica, who has cerebral palsy, was fresh out of school with a diploma in therapeutic recreation. After a year of looking for work on her own, she decided she needed help.

Jessica learned about the Neil Squire Society's Working Together Program through a friend, and hopped on board. With the help of the team, she learned about building a strong resume, interviewing well, and disclosing her disability.

Armed with her new skills, Jessica applied for a guest services position at Coquitlam Centre – and didn't get the job. This did not deter her, and she spent time further honing her skills. To her surprise, the same job was re-posted exactly a year later. This time, she applied and successfully landed the position.

"It's the perfect fit for me, so I'm very excited about it. I adore people and have a passion for helping them," says Jessica.



Jessica at her new job at the Coquitlam Centre

Employment

Josh Uses His Coaching Skills For Social Impact

Josh has been skiing since the age of 13. After a demonstration jump left him a T11 complete paraplegic, he continued skiing professionally, winning medals in the 2010 and 2014 Paralympics.

Now retired, Josh wanted to get his feet wet in a traditional work environment, which is why he approached the Neil Squire Society.

With the help of a wage subsidy through Working Together, Josh began working as a Peer Program Coordinator at Spinal Cord Injury BC.

He uses his coaching skills in his new role: "I mentor those with spinal cord injuries, [and also do] program planning, partnerships, and networking."



*Working Together
Participant, Josh*

Employment

Greg Is Motivated To Move Forward With Working Together

Despite living with musculoskeletal injuries since childhood, Greg continued to be physically active, flying aircraft, hang gliding, scuba diving, and so on. However, he sustained spinal cord injuries after an aircraft accident. Due to limited mobility, he uses a power wheelchair for transportation and a walker at home.

Hoping to stimulate his brain, Greg started volunteering at the Victoria Disability Resource Centre. It was there that he learned about the Neil Squire Society's Working Together Program.

With the help of a wage subsidy through Working Together, Greg secured a position as Marketing and Promotions Manager at Oak Bay Botanicals.

"I'm really happy with what I'm doing," he says. "The support from the Neil Squire Society made me feel a little more confident about moving forward."



*Working Together
Participant, Greg*

Employment

Working Together Participants Land Positions At Montreal Lake Cree Nation

With the help of a wage subsidy through our Working Together program, Montreal Lake Cree Nation was able to hire individuals through a “simple and easy” process.

Rachel Stewart is the Employment and Training Specialist at Montreal Lake Cree Nation. The organization had a few positions to fill, while some Working Together participants at our Regina office were looking for jobs.

Rachel describes her experience: “The hiring process went very smoothly. I have loved working with the Working Together program. I look forward to future programs and partnerships with the Neil Squire Society.”



Rachel (seated) with James (left) and Melvin (right), who were hired through Working Together

Employment

Elly Builds Her Skills Before Heading To Law School

Elly uses a cane for mobility and a wheelchair for longer distances because of polio earlier in life. She joined Working Together to identify barriers to employment and learn about solutions to those barriers.

Along with Working Together, Elly also participated in Distance Computer Comfort lessons where she became familiar with Dragon NaturallySpeaking. Using this software enabled her to reduce her keyboarding.

During Working Together, Elly learned about a Vocational Mentorship Program for people with disabilities offered by another community organization. She secured a mentorship and then another, boosting her skills before heading to law school.

"I love my Neil Squire family," she says.



Working Together Participant, Elly

Employment

Mary-Jo Lands The Perfect Position With Working Together

Mary-Jo was working as a supervisor at a grocery store when she sustained a shoulder injury on the job. After being without work for two years, she was feeling the strain and depression caused by unemployment.

With the help and support of the Neil Squire Society's Working Together program, Mary-Jo was able to become job-ready. She also returned to school to complete a program in business administration.

Around the same time, there was an opening at Crosswinds Center for an Administrative Assistant. Crosswinds is one of our community partners in the Atlantic. Mary-Jo landed the job and has been working there for a year now.

She says: "People with a disability need to keep the faith that there are great and caring people out there that are willing to help you achieve your dreams and goals."



*Working Together
Participant, Mary-Jo*

Employment

Solutions for Employment

Number of people served: **24**

Of them:

Employed: **24**

Volunteering: **6**

In training or education: **8**

Séan Feels Better Equipped For The Future

"I had no idea about finding a job – what is a disability – I had no idea how to start."

After a stroke two years ago, Séan was partially paralyzed on his left side and began using a wheelchair. Now seeking a job, he began working with the Neil Squire Society's Solutions for Employment program.

With the help of the program, Séan learned more about conducting an effective job search and landed a job as an Accessibility Assessor with the Rick Hansen Foundation. He visits sites and evaluates them on a range of accessibility criteria.

"It's very interesting," he says. "We're trying to make Canada a little more accessible. It's unlike anything I have done in the past, but it's challenging and there's a lot of variety in it, which I enjoy."

The Neil Squire Society also provided Séan an adjustable desk and a refurbished monitor to make his workstation more ergonomic.

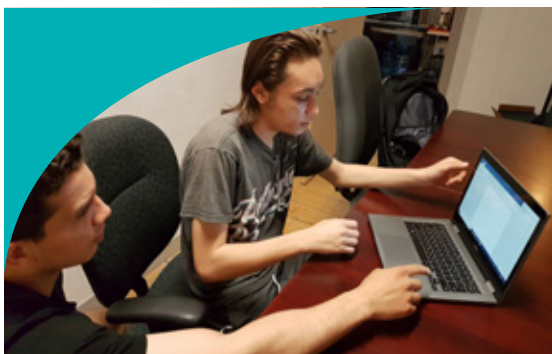
"I also took away some good skills – so next time I need to look for a job, I'll be better situated, and I'll be prepared to start that search," he says.



Person in a wheelchair

Assistive Technology Toolkit

In May of 2018, Neil Squire Society's Prairie Region assembled an Assistive Technology (AT) toolkit that will help to empower people with disabilities in Regina, SK, thanks to funding from the FCC Regina Spirit Fund.



Word Q Typing Support Program

Investment In Workplace Technology Helps People With Disabilities

On Thursday, November 15th, 2018, we had the pleasure of hosting the Honourable Shane Simpson, Minister of Social Development and Poverty Reduction; Burnaby MLA's, Katrina Chen, Raj Chouhan, and Janet Routledge; and Presidents Group member Paul Welsh, Managing Partner at NATIONAL PR. We provided a tour of our office and demonstrated some of the assistive technology that we provide for our clients.

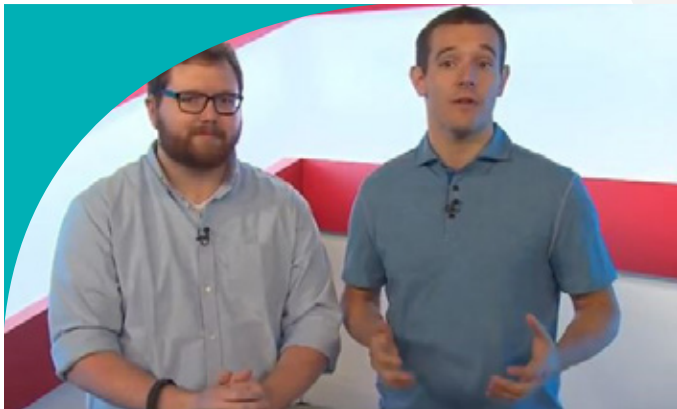


Gary Birch, Executive Director of Neil Squire Society, demonstrates Dragon Naturally Speaking

Assistive Technology

Technology@Work On AMI This Week

On September 19th, 2018, Grant Hardy from Accessible Media Inc. profiled our Technology@Work program and two recipients whose lives have been changed for the better by Technology@Work: <https://youtu.be/Zbx-EiDdTjs>



*Grant Hardy,
AMI This Week*

Facebook Live Session

We went live on Facebook on November 15th, 2018, and showcased some of the technology that is changing the lives of Canadians with Disabilities every day.



*Facebook Live
Advertisement*

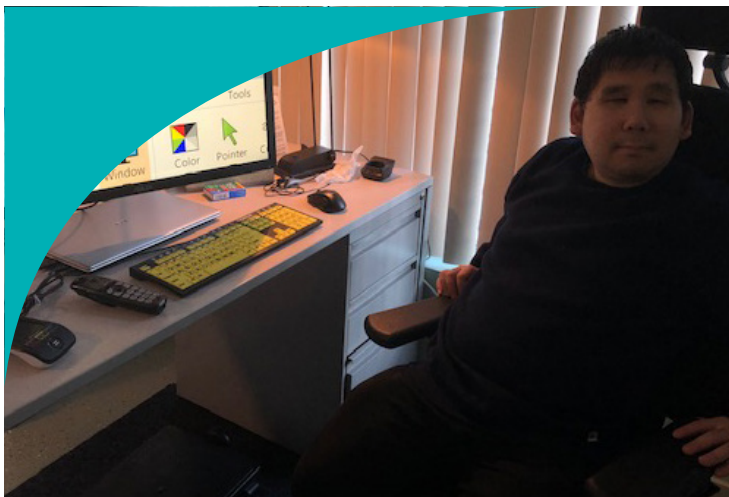
Assistive Technology

Technology@Work

Ben's Ability To Work Improves With Technology@Work

Ben was facing low vision challenges at work. With Technology@Work, he received funding towards a custom orthopedic chair, a large monitor, a monitor arm, and ZoomText. He says, "It improves my ability to work greatly."

For people in a similar situation, Ben recommends, "Just apply. You might not think you qualify, but that doesn't mean the program thinks so too. It doesn't hurt to apply."



*Technology@Work
Participant, Ben*

An “Extremely Liberating Experience” For Marco

Marco is a motivational speaker and also works at Presidents Group. He was diagnosed with spastic cerebral palsy with triplegia at birth, which affects his legs and right arm. He uses a manual wheelchair to get around.

Along with having to carry around his projector and other equipment on public transit, Marco found he was turning down clients who were not a convenient distance from him.

Through the Technology@Work program, Marco received modifications to his vehicle. “I could actually drive for the first time in my life, at 33 years old, in our vehicle, which was an extremely liberating experience,” he says.



Technology@Work Participant, Marco

National Powered To Enable Launch

On October 1st, 2018, we launched our Inaugural Powered to Enable Fundraising Campaign. It ran from October through December 2018.



Powered To Enable Kick-Off At EA

On Wednesday, October 17th, 2018, we held a Powered to Enable campaign kick-off event at Electronic Arts Canada in Burnaby, BC.



Neil Squire Society staff and volunteers

Collaboration

Burnaby Board Of Trade After Hours Business Mixer

On October 18th, 2018, Neil Squire Society hosted the Burnaby Board of Trade After Hours Business Mixer. It was a packed house as small business owners and local professionals toured our office and learned about the work we do to empower Canadians with disabilities.



Nate, Employer Outreach Developer, addresses the attendees

Collaboration

Powered To Enable Toronto Launch

On Wednesday, November 1st, 2018, we held our Powered to Enable Toronto Launch at Holland Bloorview Kids Rehabilitation Hospital.



*Guests at the
Powered to Enable
Toronto Launch*

Powered To Enable Fredericton Launch

On Wednesday, November 15th, 2018, we held our Powered to Enable Fredericton Launch at the Picaroons Roundhouse.



*Neil Squire Society
Staff at the event*

Collaboration

Powered To Enable Regina Launch

Our Powered to Enable Regina Launch on November 29th, 2018, was a huge success. Over 250 people joined us at our event at the Adapted Physical Activities Symposium to learn about the work we do.



Neil Squire Society staff at the event

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

WorkSafeBC

Department of Post-Secondary Education, Training and Labour

Government of New Brunswick

Department of Education and Early Childhood Development

Government of New Brunswick

Department of Social Development

Government of New Brunswick

WorkSafeNB

Ministry of Immigration and Career Training

Government of Saskatchewan

Ministry of Economy

Government of Saskatchewan

Major Donors

Major Donors

Andrew Mahon Foundation
BC Paraplegic Foundation
Calgary Foundation
Coast Capital Savings Credit Union
Craig H. Neilsen Foundation
Disability Communication Foundation
Google.org
ILLAHIE Foundation
Kaatza Foundation
London Life and Canada Life
RBC Foundation
Regina Spirit Fund
SpencerCreo Foundation
TD Canada Trust
United Way Ottawa
Vancouver Foundation
Vees Community Heros
Shelly Boden, in memory of Larry Boden
Mary Burgoyne
Don Danbrook
Jennifer Dayton
Hannibal and Christine Petro
Timothy Sader

Donors

Donors

Rob Attwell

Lindsey Bertrand

Gary Birch

Geoffrey Birch

Kenneth Birch

Geordie Cree

Raheem & Shelina Dilgir

Carol Yates Hanson

Nikki Langdon

Mary Frances Laughton

Chad Leaman

Robb Piske

Brian Pritchard

Greg Pyc

Rachel Ratch

Stuart Rowles

Ben Trockman

Statement of Financial Positions

(For the year ended March 31st, 2019)

Assets

Current Assets	2019	2018
Cash	\$397,770	\$317,519
Accounts receivable	\$991,488	\$865,198
Prepaid expenses	\$121,186	\$85,870
	\$1,510,444	\$1,268,587
Tangible capital assets	\$85,111	\$24,352
	\$1,595,555	\$1,292,939

Liabilities And Net Assets

Current Liabilities	2019	2018
Accounts payable and accrued liabilities	\$617,565	\$297,082
Deferred revenue	\$781,082	\$818,568
	\$1,398,647	\$1,115,650
Net Assets		
Unrestricted	\$61,797	\$122,937
Invested in tangible capital assets	\$85,111	\$24,352
Internally restricted	\$50,000	\$30,000
	\$196,908	\$177,289
	\$1,595,555	\$1,292,939

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

Statement of Operations

(For the year ended March 31st, 2019)

Revenue	2019	2018
Contracts	\$5,732,182	\$6,382,922
Services and training fees	\$2,168,624	\$2,045,146
Recoverable costs	\$1,495,348	\$739,226
Donations - cash	\$181,481	\$151,660
Donations - in kind	\$266,670	\$381,136
Gaming	\$135,000	\$135,000
Interest income and other	\$29,766	\$36,605
	\$10,009,071	\$9,871,695

Expenses	2019	2018
Salaries and benefits	\$5,495,903	\$5,223,402
Client equipment	\$1,495,348	\$725,240
Rent	\$691,263	\$571,951
General and administrative	\$391,278	\$301,896
Client tuition	\$439,584	\$393,476
Donations - in kind	\$266,670	\$381,136
Travel	\$266,630	\$313,405
Consulting and contracts	\$238,003	\$303,709
Wage subsidies	\$202,507	\$993,715
Equipment maintenance	\$180,916	\$184,090
Material and supplies	\$141,370	\$215,254
Marketing and program development	\$106,734	\$134,940
Equipment lease	\$49,655	\$54,947
	\$9,965,861	\$9,797,161
Revenue over expenses before other items	\$43,210	\$74,534
Amortization of capital assets	\$(23,591)	\$(24,791)
Write off of capital assets	—	\$(23,996)
Revenue over expenses for the year	\$19,619	\$25,747

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
Laurie Hill, Member
Judy Hutchins, Member
Roger Jones, Member
DJ Lam, Member
Brian Pritchard, Member

Executive Members

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

Management Team

Greg Pyc, BC Regional Manager
Nikki Langdon, Prairie Regional Manager
Cheryl Colmer, Central Regional Manager
Beverly Grasse, Atlantic Regional Manager
Charles Levasseur, Atlantic Regional Manager
Rachin Kumar, Director of Finance
Sara Bains, Director of Employment Programs
Harry Lew, Research & Development Manager
Chad Leaman, Director of Innovation
Shelina Dilgir, Director of Development
Suzanne Wiens, Director of Communications
Kelvin Leong, National IT Manager

Board and Committee Members

Audit and Financial Management Committee

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

Marketing Committee

Judy Hutchins, Chair
Chris Back
DJ Lam
Gary Birch (ex officio)
Suzanne Wiens (ex officio)
Priyanka Mehta (ex-officio)

Client Services Committee

Laurie Hill, Co-Chair
Rob Attwell, Co-Chair
Marie Burgoyne
Tanya Morrison
Gary Birch (ex officio)
Cheryl Colmer (ex officio)

Board and Committee Members

Fundraising Committee

Brian Pritchard, Chair

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