



2020/2021

ANNUAL REPORT

Neil Squire Society



Neil Squire

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Message from the Chair of the Board

It is hard to imagine that during COVID-19, our Neil Squire team could serve even more participants on a year-over-year basis. However, amid this crisis, our team pulled together to serve even more Canadians in need of digital literacy, employment, and assistive technology, enabling them to lead fully inclusive lives.

Innovation has always been a key strength of our team, and this year the team worked hard to make sure we were on task to do even more under very challenging circumstances.

Our Digital Jumpstart program far surpassed our original goals with supply of new computers as well as training.

Our Working Together program continued to serve people with disabilities across the country. We helped 370 participants develop the skills needed to achieve their employment goals, and we assisted 180 of them to gain employment or become self-employed.

Our Makers Making Change team helped participants with innovative, affordable assistive devices and even special PPE for people with disabilities. One of my favourite things to do is share stories of a maker group that has made a device for a person in need. Sometimes the device might look quite simple, yet the result for the recipient is life-changing. In some cases, the thinking and technology that goes into creating these devices is beyond comprehension.

To witness the changes our team makes for people across the country is proof that we're on the right track!

Furthering the theme of innovation, our team is fully involved in research to make sure that the next generation of 911 service for Canada is fully inclusive to anyone with a disability. We're also doing research into the digital divide in Canada.

Amid the challenges our staff and volunteers have had, they have done well to increase our fundraising efforts with increased donations that have surpassed previous years.

Great results for a group like Neil Squire don't just happen; they require great leadership and steady guidance. Our team, led by Dr. Gary Birch, has shown that they can deliver under very difficult circumstances.

We are also very blessed with a great group of passionate volunteers that serve on our board and the various committees.

To each member of our Neil Squire team of staff and volunteers and funders, I thank you for your dedication to helping others across our country.



Brian Pritchard
Neil Squire Society, Board Chair 2020/21



A Year of Continued Service During the Pandemic

On March 16th, 2020 Neil Squire transitioned to virtual delivery due to COVID-19. Throughout the year we celebrated some milestones, launched new offerings, and learned many lessons. Most importantly though, we were still there to serve our participants.

Despite the pandemic, we served a record number of participants this past year: **5,483**

Throughout this report we will be highlighting our activities from a year of continued service during the pandemic.

Initially, COVID-19 had a significant impact on our Makers Making Change program, particularly in the form of uncertainty related to sanitizing the devices we were sending out. We responded to this by assembling a working group to share validated information relating to the pandemic and how it relates to our community: [COVID-19 guidance for makers and users.](#)

Although we had a drop in requests for assistive devices at first, we achieved a rebound thanks to the new programs we developed through the summer and launched in the fall.

Since the beginning of the COVID-19 pandemic, volunteers at Makers Making Change's chapters across North America worked hard to create 3D printed PPE for hospitals and health care workers. Accessible designs for masks, like the sip and puff mask, were added to the assistive device library, and builds were hosted to produce them. While build events largely went virtual, Makers Making Change continued to engage volunteers to build affordable assistive devices for people with disabilities. We even exceeded our device delivery goals for 2020 that were set before COVID-19!



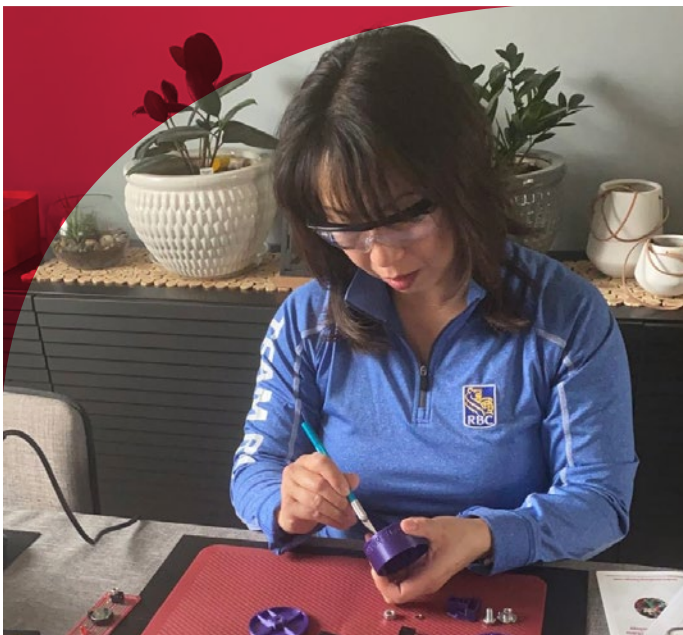
A volunteer with 3D printed PPE

[Read more](#)

November 2020: Royal Bank of Canada employees took part in multiple virtual buildathons, making 10 round flexure switches and 20 light touch switches

“Engaging RBC employee volunteers in the Makers Making Change program was an absolute highlight and an excellent example of virtual volunteering during these unusual times. Not only did our employees learn some new skills in making the adaptive switches but knowing that these switches are helping to support social inclusiveness for people with varying abilities was so meaningful to our team. This is an invaluable program and it is a privilege to play a small role in it.”

– Mandi Taylor, Regional Director Marketing & Citizenship, RBC



Sandy Kwong, Regional Manager of Marketing, Brand & Communications builds an assistive device during a virtual buildathon event

[Read more](#)

December 2, 2020: Makers Making Change celebrates 100th assistive device added to their assistive device library

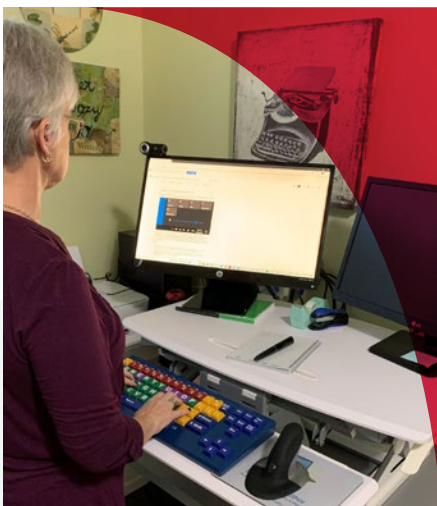


*Makers Making Change
Volunteer, Ken Hackbarth*

[Read more](#)

"Now, all of a sudden at 62, I can draw a straight line. That sounds ridiculous, but that is so exciting for somebody like me who hasn't been able to do it,"

- Brenda, recipient of multiple assistive devices.



*Makers Making Change Participant, Brenda,
at her computer workstation*

[Read more](#)

Innovation

"It's so wonderful to look at the plethora of solutions on the Makers Making Change website, and know that they are making huge differences in disabled people's lives."

- Michelle, recipient of multiple assistive devices.



Makers Making Change Participant, Michelle, with her dogs

[Read more](#)

Innovation

“Before my tray, we would have to just stop and pull over if I needed a drink or I wanted to eat something. This way, we don’t have to.”

– **Bonnie, wheelchair lap tray recipient.**



Makers Making Change Participant, Bonnie

[Read more](#)

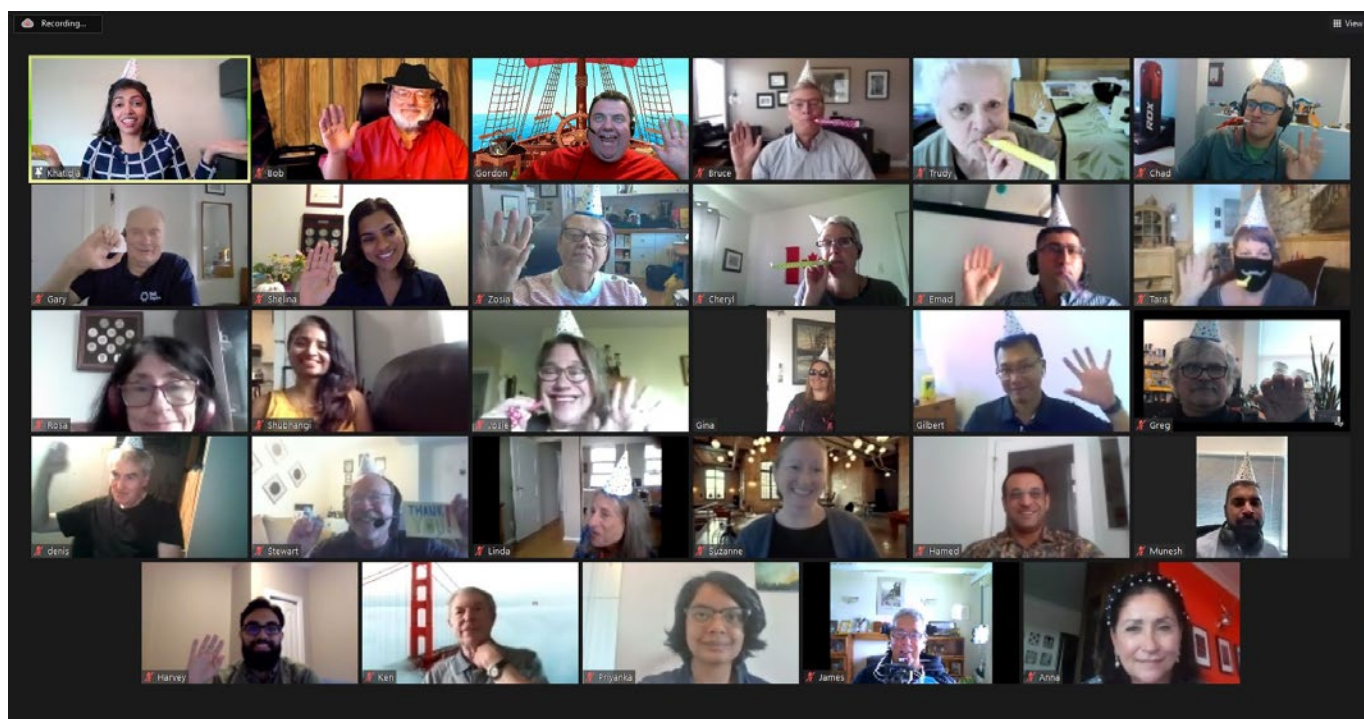
Makers Making Change

We delivered **895** projects to people with disabilities

We hosted **34** build events

September 24, 2020: Distance Computer Comfort celebrates 10 years!

We would like to extend a big thank you to everyone who has participated and volunteered in the program over the years. Distance Computer Comfort would not have evolved into what it is today without your participation.



Distance Computer Comfort anniversary party group photo

[Read more](#)

Digital Literacy

September 29, 2020: Neil Squire launches its newest program, Digital Jumpstart

Digital Jumpstart is a free online program that helps people with disabilities improve their digital literacy so they have the confidence to take their next steps – join a job placement or readiness program, return to school, join the workforce, or simply become more confident using a computer.



Digital Jumpstart

A Neil Squire Program

[Read more](#)

“What I enjoyed about taking Distance Computer Comfort classes was the fact that I got to apply what I learned in real time and in real life situations. Gordon said things like, ‘I would like to try this. Do you think you would use that at your office?’ The individualized attention was great!”

– Christy, Distance Computer Comfort Participant.



Distance Computer Comfort Participant, Christy

[Read more](#)

Digital Literacy

"I give my kids heck. I say, 'You guys are the ones who are supposed to know this stuff and be able to answer my questions.' After this course, they're coming to me for support with computers, Wi-Fi for their video games. Dad the Hacker, they call me!"

- David, Distance Computer Comfort Participant.



Distance Computer Comfort Participant, David

[Read more](#)

"I feel I have a lot more confidence now, in terms of the online world. Computer, internet – I feel like I have the tools to keep that going and have that good flow. With COVID impacting us so much and making us re-evaluate how we do our business, it really helped that transition."

- Lucy, Digital Jumpstart Participant.



Digital Jumpstart Participant, Lucy, with her horse

[Read more](#)

Digital Literacy

"It was excellent. Just about everything was helpful. There was always something new."

- Palmer, Distance Computer Comfort Participant.



*Distance Computer Comfort Participant,
Palmer*

[Read more](#)

"My world opened up again [. . .] Being able to just send a message to somebody using messenger, or reading Facebook scrolls or messages from people again was like, 'Aha, I can do this again.' So that was really helpful."

- Amber, Tech for Good Participant.



Tech for Good Participant, Amber

[Read more](#)

Digital Literacy

Computer Comfort (British Columbia)

Participants

We served **89** participants in British Columbia, **39** of whom were new to Neil Squire

We had an average of **20** active participants each month

Tutoring and Tech Support Activities

We provided over **668** hours of one-on-one tutoring (Computer Comfort and Digital Jumpstart programs), including:

668 tutoring hours by staff members

334 total tutoring sessions

338 hours of tech support by staff

Computer Comfort (Saskatchewan)

We served **42** participants in Saskatchewan

39 participants enhanced their employability

10 participants gained employment

2 participants returned to school

Neil Squire staff provided over **434** hours of one-on-one tutoring

Computer Refurbishing Program

We refurbished **23** computers for Computer Comfort participants

We repaired **28** computers

We configured **150** computers for Digital Jumpstart participants

Digital Literacy

Distance Computer Comfort

We served **71** participants nationally

We provided service to participants in **7** provinces

We provided service to participants in **36** cities

We provided over **1165.75** hours of one-on-one tutoring

We utilized **37** volunteers

We utilized **4** Computer Comfort partner sites

Participants

Of the **71** clients taking part in the program in the past year:

66 participants enhanced their employability

13 participants gained employment

2 participants returned to school

16 participants moved on to volunteer opportunities

4 participants enhanced their citizenship engagement/active living

Volunteers

From the **37** volunteers who took part:

16 volunteered with Neil Squire for the first time

26 are either continuing client pairings into 2019/2020 or are waiting to be paired with clients

30 were located within BC, with **3** in Ontario, **2** in Alberta, **1** in Saskatchewan and **1** in Nova Scotia

Digital Literacy

Tech for Good

We served **185** participants and provided **360** hours of training.

Breakdown of services provided:

Phone recommended:
28%

AT recommended:
53%

Training provided:
32%

Types of AT recommended:

Hardware accessories such as headset, LipSync

Software features such as voiceover and voice control

Types of training topics covered:

Basic networking skills for calls and messages

Specialised AT skills for using voice assistants and apps

Digital Jumpstart

We served **222** participants nationally with digital skills enhancement activities

68 (31%) of the participants moved on to specific employment readiness programs

210 (95%) of the participants enhanced their employability

40 (18%) of the participants gained employment

16 (7%) of the participants returned to school

Each participant received an ergonomic and assistive technology assessment along with delivery of associated disability supports.

This project served participants in eight provinces across Canada (British Columbia, Alberta, Saskatchewan, Manitoba, Ontario, Québec, New Brunswick and Nova Scotia) and one Territory (Northwest Territories)



We've been at the forefront of [virtual programming](#) for nearly 20 years and this meant that our transition to purely virtual delivery during the pandemic was uninterrupted. Our Working Together program arranged virtual information interviews and helped participants identify key transferable skills relevant to employers' challenges. We also offered a combination of virtual and in-person delivery to those who needed it, such as kinesthetic learners, in line with public health directives.

In addition, we launched a 10-part webinar series in May 2020 aimed at job seekers with disabilities, as well as employers looking to hire. The series was so popular, with 234 attendees from across Canada, we repeated it again in September and had a further 245 attendees. Our third round ran from April 2021 to August 2021.

January 15, 2021: The eligibility criteria for the Working Together program changes

The eligibility criteria for the Working Together program changes to include all persons with disabilities, whether they are eligible for or currently receive EI. This change enables wider support for persons with disabilities seeking employment in Canada.

[Read more](#)

Employment

“Since the Working Together program, I have had a huge boost in my self-esteem and self-confidence. Being able to use my skills and knowledge of access and inclusion is a boost as well. Being able to contribute and be part of a team has also been great for my self-worth.”

- Lori, Working Together Participant.

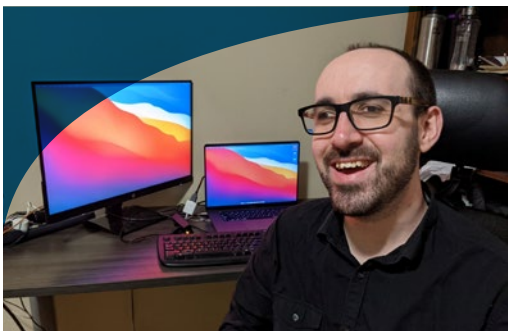


Working Together Participant, Lori

[Read more](#)

“From helping me find opportunities to further exploring my career passions and wants, and resume and interview prep, they went out of their way to set me up for success.”

- Nate, Working Together Participant.



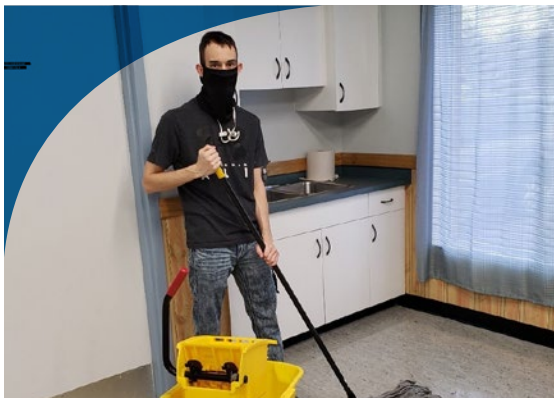
Working Together Participant, Nate

[Read more](#)

Employment

“Working with Neil Squire has definitely made me more confident; especially in my working life. I feel I have been given a lot more tools that will help me in all aspects of work — from finding jobs I may be interested in, to applying, to eventually being hired. The biggest thing I’ve gotten out of working with Neil Squire, though, is the confidence boost that comes with finding employment in the midst of a worldwide pandemic.”

– Tanner, Group Employment Skills Participant.



Group Employment Skills Participant, Tanner

[Read more](#)

“Working with Neil Squire gave me the confidence I needed [. . .] I knew I have the skills, [but] it wasn’t always the easiest thing for me to talk to employers about accommodations and other things I may need in the workplace. Working with the organization has given me confidence in myself and what I can contribute to the workplace.”

– Sarah, Working Together Participant.



Working Together Participant, Sarah

[Read more](#)

Employment

"Kathleen is a very hard worker and a delight to work with [. . .] She comes to work smiling and leaves smiling. It is our pleasure to have her. No job is too challenging for her. She dives right in and is so helpful to all our staff."

- Crossroads Country Market General Manager Aggie Barbosa, Kathleen's Employer.

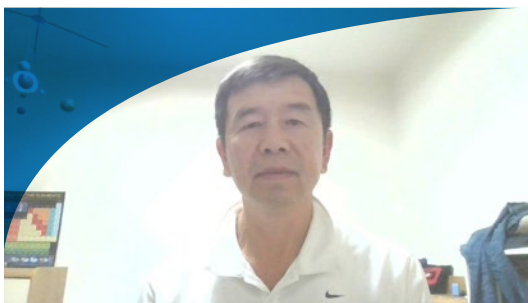


Working Together Participant, Kathleen

[Read more](#)

"It helped me to gain self-confidence, then to see and apply to suitable working places. The program is very good and rich with information [. . .] Before I wasn't able to find a job. Now I have a secure job."

- Tson-Yu, Working Together Participant.



*Working Together Participant,
Tson-Yu*

[Read more](#)

Employment

"I think it is incredible that the Neil Squire Society wants to help me find work that is a best fit for me. My anxiety and depression wanted me to believe that I would have no chance of getting a job that would be best suited to my abilities, much less jobs that I would not be qualified for."

- Paula, Working Together participant.



Working Together Participant, Paula

[Read more](#)

"The joy of feeling that I can contribute to my community again is exhilarating!"

- Barb, Working Together Participant.

"While the assistance with the wages in the first weeks was valuable, the initial connection and the ongoing support has been incredibly valuable. Being able to find such an incredible employee who is trustworthy, compassionate, and very skilled has provided us with so much relief."

- Independent Living Vernon Executive Director Laura Hockman, Barb's Employer.



Working Together Participant, Barb

[Read more](#)

Employment

"I have a job. I was able to achieve one of my life goals thanks to Neil Squire."

- Alex, Working Together Participant.

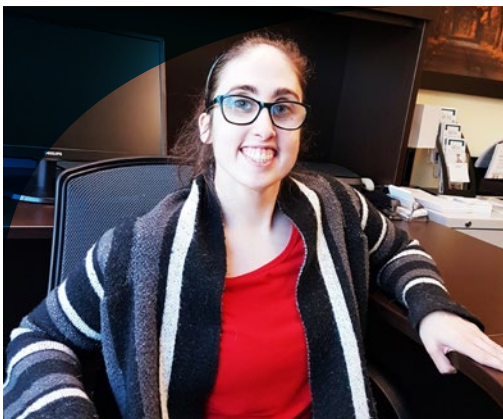


Working Together Participant, Alex

[Read more](#)

"It feels great to finally be working!"

- Kiersten, Working Together Participant.



Working Together Participant, Kiersten

[Read more](#)

Employment

"[I'm] glad to be able to re-join the workforce and make a positive impact on people. Most importantly, I've landed a job that perfectly fits my criteria: a position at a non-profit organization that allows me to learn project management while brushing up the marketing skills that I've acquired in university,"

- Alice, Working Together Participant.

"We really see the Working Together program as a two-way, win-win. Our organization is given the opportunity to increase capacity so that we can reach and help more people with our programs, and we are able to provide meaningful work experience."

- Disability Foundation Executive Director Ruby Ng, Alice's Employer.



Working Together Participant, Alice

[Read more](#)

Employment

Working Together

We served **370** participants nationally

180 of the participants gained employment or became self-employed

55 of the participants returned to school or stayed in school

123 of the participants received a wage subsidy intervention

Group Employment Skills (Saskatchewan)

We served **72** participants in Saskatchewan

29 of the participants gained employment

12 participants return to school

We utilized **1,152** staff facilitation hours

67 of the participants enhanced their employability

Job Focus (New Brunswick)

We served **184** participants in New Brunswick

Last February, preparations were underway for our Hearing Solutions grand opening event. The event was put on hold due to COVID-19, but the pandemic didn't stop us from delivering hearing health care! Hearing Solutions has been going strong throughout the pandemic.

"Without this help, I never would have been able to get hearing aids."

- Karen, Assistive Technology Services Participant.

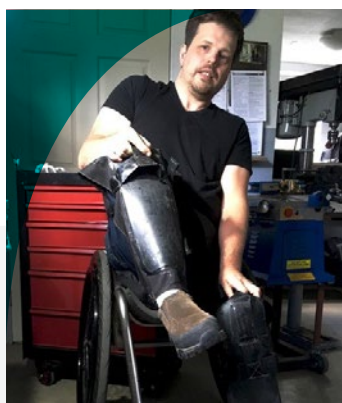


WorkBC Assistive Technology Services Participant, Karen

[Read more](#)

"I am able to continue moving forward with my business. The biggest changes are my work flow is becoming more efficient, as well as helping to improve workmanship. I feel much more confident."

- Kevin, Assistive Technology Services Participant.



WorkBC Assistive Technology Services Participant, Kevin

[Read more](#)

Assistive Technology

"Since being a participant in the Assistive Technology Services program, my life has improved for the better. Not only do I hear my colleagues better, it allows me to hear my sons and wife a lot better at home, especially when we are all eating dinner together!"

- Tony, Assistive Technology Services Participant.

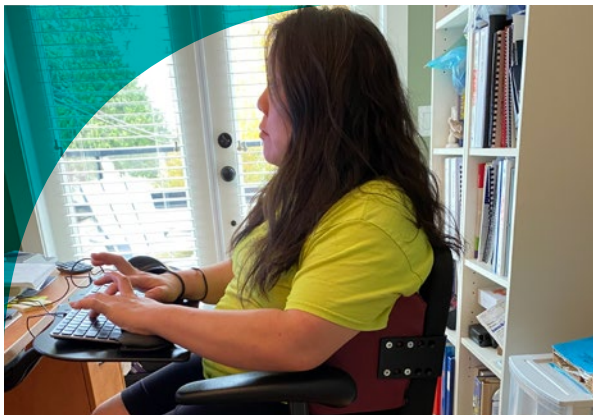


*WorkBC Assistive Technology
Services Participant, Tony*

[Read more](#)

"Living with a disability, I feel like I am always trying to keep up with everything, because I am used to putting in double the effort to do the same tasks as everyone else. With these supports, it makes work more equitable so that people with disabilities can participate in the workforce."

- Karen, Assistive Technology Services Participant.



*WorkBC Assistive Technology
Services Participant, Karen*

[Read more](#)

Assistive Technology

“My overall stress level has decreased considerably due to the quality and level of adaptability in the hearing aid technology I received. It has allowed me to hear clearly in my workplace.”

- Melanie, Assistive Technology Services Participant.



WorkBC Assistive Technology Services Participant, Melanie

[Read more](#)

“My life has been greatly improved by ATS. I now have high quality transportation which has improved my quality of life and enabled me to continue operating my small engineering business for many years to come.”

- Robert, Assistive Technology Services Participant.



WorkBC Assistive Technology Services Participant, Robert

[Read more](#)

Assistive Technology

Solutions (British Columbia)

We served **346** participants

Solutions (Saskatchewan)

We completed **151** assessments

142 of the participants enhanced their employability

101 of the participants gained employment or returned to school

Hearing Solutions

We provided **94** in-person appointments

We provided **26** hearing aid fittings

We provided **40** hearing assessments

We provided **28** other services provided (follow-up, hearing aid adjustments, repairs, cerumen management, equipment training, hearing protection, etc.)

WorkBC Assistive Technology Services

Number of ATS applications received: **1,279**

Number of employers served: **1,015**

Number of ATS agreements signed / assessments completed: **592**

Total disability supports provided: **1,941**

AT Help Desk

Hours of operation: **301** days and **3,612** hours

Number of inquiries: **291**

Of the 291 inquiries:

Troubleshooting: **102**

AT suggestions or sourcing: **144**

Training: **32**

April 20, 2020 BC SCI Network provides COVID-19 service updates



The BC SCI Network, comprised of BC Wheelchair Basketball Society, BC Wheelchair Sports Association, Neil Squire Disability Foundation, and Spinal Cord Injury BC, compiled a list of COVID-19 service updates.

[Read more](#)

April 30, 2020: Nikki Langdon receives new certification

Prairie Regional Manager, Nikki Langdon, achieves certification as a Return to Work Disability Manager by the College of Vocational Rehabilitation Professionals.



Prairie Regional Manager, Nikki Langdon

[Read more](#)

Collaboration

May 20, 2020: National AccessAbility Week

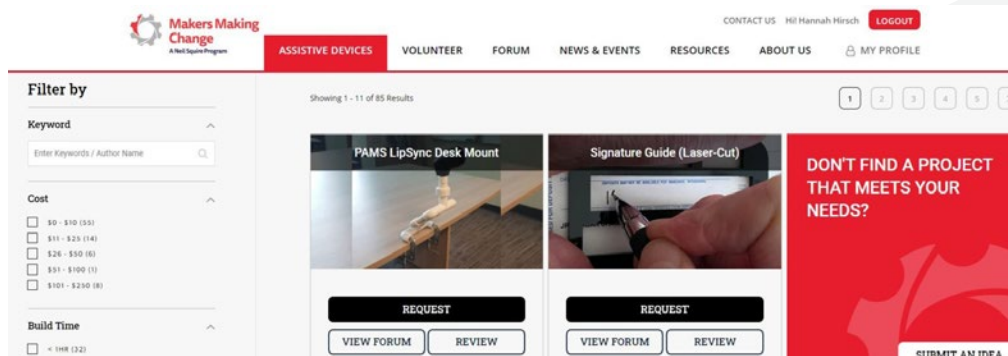
Neil Squire participates in National AccessAbility Week with a number of virtual events from coast to coast.



[Read more](#)

June 11, 2020: Makers Making Change gets a makeover

Makers Making Change gets a MAKEover, with an updated assistive device library to more easily search for devices and a new forum to better connect makers with people with disabilities.



[Read more](#)

Collaboration

October 22, 2020: Charles Levasseur receives an LDANB award

Neil Squire Regional Manager and Assistive Technology and Learning Disability Specialist, Charles Levasseur was the recipient of a Learning Disabilities Association of New Brunswick (LDANB) award at their awards gala.



Neil Squire Regional Manager and Assistive Technology and Learning Disability Specialist, Charles Levasseur

[Read more](#)

November 21, 2020: Katrina Tilley receives Outstanding Occupational Therapist of the Year award

Katrina Tilley was presented the award for CAOT-BC's Outstanding Occupational Therapist of the Year at cOnnect Day.



Neil Squire Occupational Therapist, Katrina Tilley

[Read more](#)

Collaboration

December 3, 2021: Working it Out: Disability, Employment & COVID-19

Accessible Media Inc.'s Working It Out is a look into the impact the COVID-19 pandemic has had on work and employment for people with disabilities. Gilbert Siu from Neil Squire's Working Together program was interviewed, as well as recent participant, Nate. Some former participants of the program also appear in the video.

[Read more](#)

February 18, 2021: Neil Squire launches refreshed website

Neil Squire's website launches a new look, featuring an interactive gear that explains the different elements of our logo and the work we do.



[Read more](#)

Collaboration

March 26, 2021: The BC SCI Network work together to help make BC the best place to live, work, and be active

The BC SCI Network, comprised of BC Wheelchair Basketball Society, BC Wheelchair Sports Association, Neil Squire, Disability Foundation, and Spinal Cord Injury BC, held a virtual team meeting. Together, our organizations are working to help make BC the best place to live, work, and be active.



[Read more](#)

Collaboration

Leaving a Legacy

A planned gift is personal and meaningful and allows you the opportunity to give in a way that leaves a lasting legacy.



To learn more about Neil Squire's planned giving program, please contact:

Shelina Dilgir, MA, CFRE
Director of Development
604 473 9363 ext. 141
shelinad@neilsquire.ca

Government Funders

Opportunities Fund, Employment and Social Development 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

Assistive Technology Program, Innovation, Science and Economic Development Canada

Government of Canada

Accessibility Standards Canada

Government of Canada

Community Gaming Grant, Ministry of Public Safety and Solicitor General

Government of British Columbia

Ministry of Social Development and Poverty Reduction

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

Réseau de santé Vitalité Health Network

Ministry of Immigration and Career Training

Government of Saskatchewan

Major Donors

Major Donors

BC Paraplegic Foundation	South Saskatchewan Community Fund
BC Gaming Community Grant	Dr. Daniel McDonald
Walsh Foundation	United Way Moncton
Vancouver Foundation	Saskatchewan Workers' Compensation Board
Winnipeg Foundation	United Way Saint Johns
Edmonton Community Foundation	Nikki Langdon
SpencerCreo Foundation	Vancouver Community Network
Canada Life	Andrew Mahon Foundation
TD Canada Trust	George McKeen
Microsoft Canada	Community Foundation of South Okanagan
TELUS	Ethan Goldstein
United Way Central New Brunswick	Greg Pyc
SFU	Chloe Ellis
Vancouver Community Network	Dave Doroghy
Fredericton Community Foundation Inc.	Farah Valimohamed
United Way Central New Brunswick	Hannibal & Christine Preto
Kaatza Foundation	Methanex Corporation
Microsoft Canada	

Individual Donors

Individual Donors

University of Western Ontario

Jessica Tomlin

Gary Birch

Daniel Sandoz

BNI Urban Professional

ILLAHIE Foundation

Mary Frances Laughton

Melissa Joyal

Sean Sibbet

Symmetrix

United Way Ottawa

Brian Pritchard

Debbie Henderson

Carrie Klassen

Nathan Toeve

Donna Vukelic

Cylde Scotlan

Gai-Lanne Pepper

Beverly Grasse

Chad Leaman

Munesh Raman

Natalija Ciric

Yasmin Juma

Pamela Hanson

Rachin Kumar

DJ Lam

Carol Yates-Hanson

Dan James Construction

David Brind

Gordon Scraper

Eric Hominick

Kam Tse

M Cheng

Simpsons, Thomas & Associates

Stephen Heddle

Steveston Marine and Hardware

Statement of Financial Positions

(For the year ended March 31st, 2021)

Assets

Current Assets	2021	2020
Cash	\$1,993,645	\$339,956
Accounts receivable	\$751,506	\$1,184,415
Prepaid expenses	\$152,088	\$151,721
	\$2,897,239	\$1,676,092
Tangible capital assets	\$111,069	\$144,453
	\$3,008,308	\$1,820,545

Liabilities And Net Assets

Current Liabilities	2021	2020
Accounts payable and accrued liabilities	\$609,419	\$493,463
Deferred revenue	\$2,116,514	\$1,099,526
	\$2,725,933	\$1,592,989
Net Assets		
Unrestricted	\$96,306	\$8,103
Invested in tangible capital assets	\$111,069	\$144,453
Internally restricted	\$75,000	\$75,000
	\$282,375	\$227,556
	\$3,008,308	\$1,820,545

Statement of Operations

(For the year ended March 31st, 2021)

Revenue	2021	2020
Contracts	\$9,754,540	\$9,349,368
Services and training fees	\$630,843	\$951,966
Recoverable costs	\$2,453,667	\$1,814,832
Donations - cash	\$57,215	\$77,064
Donations - in kind	\$55,088	\$20,848
Gaming	\$135,000	\$135,000
Interest income and other	\$46,349	\$46,900
	\$13,132,702	\$12,395,978

Expenses	2021	2020
Salaries and benefits	\$7,079,857	\$7,108,833
Client equipment	\$2,453,667	\$1,814,832
Rent	\$880,784	\$882,087
General and administrative	\$401,037	\$394,565
Client tuition	\$536,572	\$215,425
Donations - in kind	\$55,088	\$20,848
Travel	\$31,956	\$327,945
Consulting and contracts	\$206,007	\$224,462
Wage subsidies	\$749,823	\$665,914
Equipment maintenance	\$199,155	\$218,079
Material and supplies	\$214,637	\$212,190
Marketing and program development	\$160,353	\$169,933
Equipment lease	\$53,585	\$65,659
	\$13,022,521	\$12,320,772
Revenue over expenses before other items	\$110,181	\$75,206
Amortization of capital assets	\$(55,362)	\$(44,558)
Write off of capital assets		—
Revenue over expenses for the year	\$54,819	\$30,648

Board and Committee Members

Board Members

Brian Pritchard, Chair
Marie Burgoyne, Vice-Chair
Colin Bell, Treasurer
Geordie Cree, Member
Laurie Hill, Member
Judy Hutchins, Member
DJ Lam, Member
Tanya Morrison, Member

Executive Team

Gary Birch, Executive Director
Greg Pyc, National Operations Manager
Rachin Kumar, Director of Finance

Senior Management Team

Harry Lew, Manager of Research and Development
Charles Levasseur, Solutions Departmental Specialist / Regional Manager / Assistive
Technology and Learning Disability Specialist
Nikki Langdon, Solutions Departmental Specialist / Prairie Regional Manager, Program
Cheryl Colmer, Central Regional Manager
Beverly Grasse, Regional Manager / Employment Specialist, Atlantic Region

Board and Committee Members

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
Katrina Tilley, Manager of Occupational Therapists
Zorana Ciric, Occupational Therapist
Harry Lew, Manager of Research and Development
Chad Leaman, Director of Innovation
Shelina Dilgir, Director of Development
Suzanne Wiens, Director of Communications

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Colin Bell, Treasurer
Marie Burgoyne, Secretary
Geordie Cree
Judy Hutchins
Gary Birch (ex officio)

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Cheryl Colmer (ex officio)



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Shelina Dilgir (ex officio)
Chad Leaman (ex officio)

Technology and Partnerships Committee

Geordie Cree, Chair
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Drew Collier
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