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Message from the Chair of the Board

It's been another year of growth and excitement!

Just when you thought the year before was a historic year of growth for Neil Squire, then you take a look at this past year, it's hard to comprehend just how much we have grown in 2022/23, with our services reaching more Canadians with disabilities than ever before.

Looking back over the year, we saw exciting things happening in many sectors of our organization. One of the highlights that really stands out is our increased service and connection to children and youth. Seeing is believing, and I had a chance to take in a Hacking for the Holidays build event with Girls in Science — it was a truly transformative event to witness. Seeing these girls aged 9 to 13 build special switches for Adapted Toys, doing everything from prepping wires, to soldering, and assembling the switches, it was a first for this young team who took it on with glee and were blown away with their own achievements. For many of them, it was their first chance to volunteer and help others.

Watching our team dream, develop, and present the idea of more youth involvement across the country with over 100 such events is truly inspiring! The dedication of our team to plan and execute these types of programs and tie in a successful fundraising campaign is incredible.

With this year having come to a close, our national Working Together employment program has wrapped up after a successful eight years. We will continue our national employment services with the new, improved Creative Employment Options program.

From our Makers Making Change program's youth initiatives and focus on Adaptive Gaming to the continued growth in our Employment, Digital Literacy, and Assistive Technology programs, the progress we've made is astounding. Yet, at every turn the team has a firm eye on making sure that our growth is sustainable and that we don't lose sight of our mission to serve each participant with respect and professionalism.

As we transition out of what was a very challenging few years of COVID, our team, passionately led by Dr. Gary Birch, has proven once again they can do great work using innovation, digital literacy, employment, assistive technology, and collaboration to improve the lives of Canadians with disabilities.

We are also truly blessed to have a great group of volunteers from coast to coast that give countless hours of their time, whether it's being a tutor teaching valuable digital literacy skills, or building assistive devices, or those serving on our committees and at the board level.

As this is my final report as board chair, I'd like to thank the great team of professionals and volunteers who come together to make Neil Squire a place of great pride and service to other Canadians. The future looks bright.



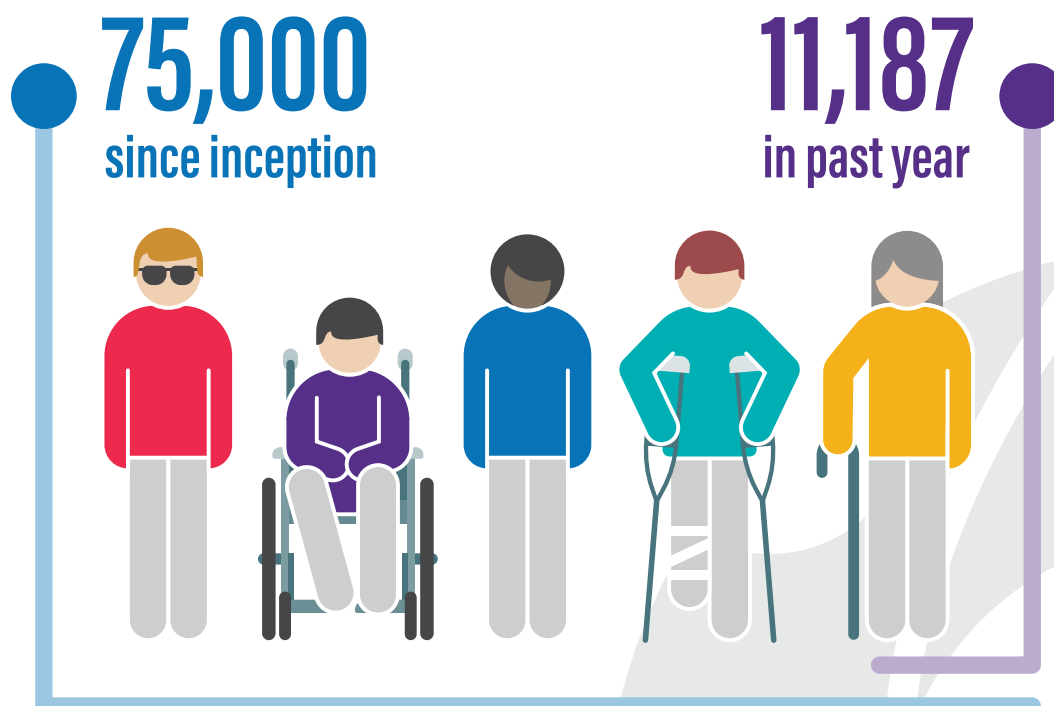
Brian Pritchard
Neil Squire Board Chair 2022/2023

You Have Helped Us Serve More Canadians With Disabilities Than Ever Before

Wow! Just last year we were celebrating having served a record-setting number of participants. This year, we've nearly doubled that number — we served **11,187** participants from April 1, 2022 to March 31, 2023. In all, we've served nearly **75,000** persons with disabilities since our inception in 1984.

It goes without saying that we couldn't have done it without the hard work and support of our staff, volunteers, and supporters. Thank you to everyone who has helped us make a difference in the lives of Canadians with disabilities over the last year.

This report is a snapshot of the impact of your support.



Thank You for Helping Us Deliver Over 600 Adapted Toys!

Our #HackingForTheHolidays campaign was a tremendous success. Thanks to your support, we raised \$28,578, delivered 649 adapted toys and 952 switches to children with disabilities across Canada.

We hosted over 100 events from coast to coast, with participants including schools, corporate supporters, and community organizations.

“We’re very grateful as parents,” says Esther, mother of Mikaela, who received an adapted Spinning Light Wand Toy and an Adapted My Walking Pet, along with two pink Interact Switches, the very first adapted toys she’s ever owned. “These toys are really neat for her to be able to learn that cause and effect, and be able to engage with toys, where she wouldn’t really be able to.

“Some people may say it’s just a toy, but for her it’s huge.”



Makers Making Change participant, Mikaela, with her adapted toy alongside her family

[Read more](#)

Youth Making Change Launches

Over the spring of 2022, our Makers Making Change program launched a new initiative — Youth Making Change.

Initially launched to support STEM programming for K-12 youth in Canada, the program expanded to cover youth under 30, which includes post-secondary students. Hosting build events across Canada with schools, post-secondary institutions, community organizations, and clubs, we worked with over 6,000 youth, who got valuable STEM experience while serving their community.

“The program was the perfect balance of education, hands-on learning, and inspiration,” says Shira, a middle school teacher in Ontario, whose class participated in a Youth Making Change build. “The students had an absolute blast and learned so much. They talked about the day as a highlight for weeks later. The work they got to take part in really left an impact.”



A group of youth makers building switches

[Read more](#)

Kingsclear and Oromocto First Nations Volunteers Adapt and Donate Toys to IWK Health Centre, May 31, 2022

Volunteers from the Workplace Essential Skills (WES) Pre-Apprenticeship Carpentry Program, from Kingsclear and Oromocto First Nations, New Brunswick, raised money and adapted toys for children at the IWK Health Centre in Halifax.

The volunteers were part of a 40-week program through the Carpenter Millwright College of New Brunswick where they learned a variety of skills to prepare them for a career in carpentry, and initially, they were approached by Makers Making Change, a Neil Squire program, to do a build event adapting toys previously purchased for children with disabilities.

However, the students wanted to take it one step further, raffling off three picnic tables they built in their class to raise \$2,670 to purchase even more toys and switches for the kids. During National AccessAbility Week, the carpenters-in-training adapted 52 toys in their first build event.

“Nothing in the world beats seeing a kid smile and laugh, and it means the world to make another kid happy,” Ethan, one of two carpenters-in-training from Oromocto First Nation, told CBC.



Neil Squire employee, Dale Nash, and a Makers Making Change volunteer working on adapting a toy

[Read more](#)

GAME Checkpoints Lay the Groundwork for Adapted Gaming

Over the last year, we've really kicked our Adaptive Gaming efforts into overdrive. A large part of that is with our GAME Checkpoint initiative. (GAME working both well on its own as part of the title, and as an acronym, Gaming Accessibility Made for Everyone).

The initiative sees us working with community partners across Canada including rehab hospitals, and we provide them with gaming gear, resources, and training. Our partners become GAME Checkpoints where people with disabilities can access those resources.



The Stan Cassidy team and Neil Squire employee, Tyler Fentie, holding donated gaming consoles and controllers

[Read more](#)

Innovation

“Being able to just in a couple of hours print off something really cool, that works, and looks amazing, and just solves a 33 year problem that I’ve had, I was so excited.”

– Ashley, a Makers Making Change device user



Makers Making Change participant, Ashley

[Read more](#)

“When you have a disabled child there’s so much pressure and so many worries, to be able to see him interacting and smiling and being able to do that by himself, through the goodness of others who thought about his need and donated, it’s absolutely priceless.”

– Darren, father of Chester, who received adapted toys and switches from #HackingForTheHolidays



Makers Making Change participant, Chester, with his adapted toy

[Read more](#)

Innovation

Makers Making Change

Statistics

We delivered **3,347** Assistive Technology devices to people with disabilities

We published **200+** Assistive Technology devices on our website

We utilized **2,231** maker volunteers

Youth

We worked with **4,116** K-12 participants

We worked with **2,402** post-secondary participants

Gaming

We launched **4** GAME Checkpoints



"Everything was one-on-one, I didn't feel like a number in any way [. . .] I'm a lot better at it because of everything they showed me and went through with me, which is awesome. Helps me to do my job."

- Troy, Digital Jumpstart participant



Digital Jumpstart participant, Troy

[Read more](#)

"Living with a brain injury has sometimes caused me to doubt my abilities to learn and adapt. Change can be hard. Technology is forever upgrading and confusing, to say the least. Learning 'remotely' is an even bigger challenge. It's so exciting to me to know that this is possible!"

- Katherine, Distance Computer Comfort participant



Distance Computer Comfort participant, Katherine

[Read more](#)

Digital Literacy

Ron is from the Cowessess First Nation, and was looking for ways to market and sell his art when he heard about Neil Squire from a friend and previous client. Ron was interested in participating in the Computer Comfort program to enhance his computer and technology skills.

Ron shared that the Computer Comfort program helped him overcome his fear and “paranoia” of computers and technology and he feels confident in his ability to keep his personal information safe online.



Computer Comfort participant, Ron

[Read more](#)

“I had two terrific tutors [. . .] They were great at it and so patient. These guys are a hoot. They’re just fantastic, all in all. I couldn’t ask for better.”

- Jill, Distance Computer Comfort participant



Distance Computer Comfort participant, Jill

[Read more](#)

Digital Literacy

"All the things that you all do so easily was a challenge for me, and that goes back to my disabilities. [Even a] little thing for me is three times harder than for everybody else. I didn't know anything — nothing — but to check my emails and go on the web. [. . .] I do thank Neil Squire a lot."

- Maria, Distance Computer Comfort participant



Distance Computer Comfort participant, Maria

[Read more](#)

With a lot of experience caring for seniors in independent living homes, Lynn wanted to start her own business. She has chronic back and neck pain, and joined our Digital Jumpstart program.

One of Lynn's goals included setting up a website for her senior services business and she received assistance setting up and managing her website.

Lynn previously felt uncomfortable exploring the computer and internet because she was afraid to press the wrong button or do the wrong thing. Since completing the Digital Jumpstart program, Lynn shared that she is more confident and comfortable using the computer, and feels more confident in her computer literacy skills. She feels more organized, and is more apt to try new things.



Digital Jumpstart participant, Lynn

[Read more](#)

Digital Literacy

Computer Comfort (British Columbia)

Participants

We served **102** participants in British Columbia, **50** of whom were new to Neil Squire

We had an average of **25** active participants each month

We served **100** participants through Digital Jumpstart

Tutoring and Tech Support Activities

We provided over **1,168** hours of one-on-one tutoring

We held **584** total tutoring sessions

We provided **276** hours of tech support

We provided **250** hours of Digital Jumpstart computer, AT equipment, and software setup

Computer Refurbishing Program

We provided **62** refurbished computers to participants across Canada and repaired over **22** computers

We configured **130** computers for Digital Jumpstart participants

We served participants with the following disabilities: arthritis, brain injury, cerebral palsy, chronic pain, epilepsy, fibromyalgia, learning disabilities, mental health disabilities, polio and post polio, post-traumatic stress disorder, Parkinson's, spinal cord injury, stroke, vision impairment, other impairments.

Digital Literacy

Computer Comfort (Saskatchewan)

We served 64 participants in Saskatchewan	62 participants enhanced their employability
33 participants gained employment	6 participants returned to school

Distance Computer Comfort

We served 75 participants nationally	We provided service to participants in 5 provinces
We provided service to participants in 34 cities	We provided over 1,170 hours of one-on-one tutoring
We utilized 31 volunteers	We utilized 4 Computer Comfort partner sites

Participants

Of the 75 clients taking part in the program in the past year:	
72 participants enhanced their employability	20 participants gained employment
16 participants moved on to volunteer opportunities	6 participants moved on to training or educational opportunities

Digital Literacy

Volunteers

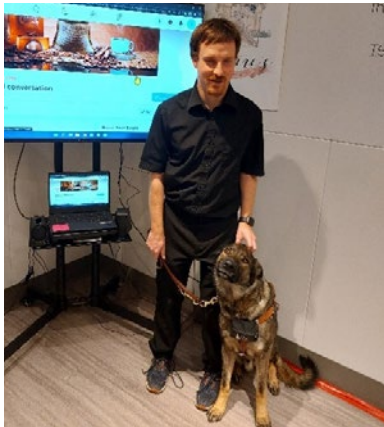
From the 31 volunteers who took part:	
10 volunteered with Neil Squire for the first time	17 are either continuing client pairings into 2023/2024 or are waiting to be paired with clients
Our volunteers connected from the following provinces across Canada: 21 from BC, 4 from Alberta, 1 from Manitoba, 4 from Ontario, and 1 from Nova Scotia	
Our BC based volunteers completed approximately 750 hours of tutoring	

Digital Jumpstart

We served 154 participants nationally		
34 of the participants completed skill enhancement activities	34 of the participants enhanced their employability	6 of the participants moved onto specific employment readiness and placement programs
7 of the participants obtained an employment opportunity	3 of the participants went on to pursue further education and training	10 of the participants maintained their employment

Blaine is a confident blind man who joined our employment and digital literacy programs. His hard work in our programs paid off when he joined our Prairie Regional Team as a JAWS trainer at our Regina office.

"I want to thank the staff and volunteers at Neil Squire for everything that they do. Without the support they've given me, I wouldn't be where I am. Thanks for everything."

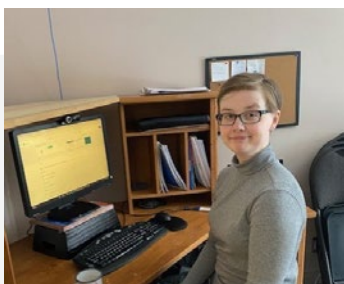


*Neil Squire program participant
and JAWS trainer, Blaine*

[Read more](#)

"I can say that my confidence has greatly increased since being in the program. I've struggled with isolation for years because the outside world is generally too loud, bright, and fast for me. I'm now able to work full-time, use my skills to help others, and manage my sensory challenges. I also live independently! [. . .] I highly recommend the Working Together program to anyone struggling with disability-related challenges in the workplace."

- Emily, Working Together participant



*Working Together
participant, Emily*

[Read more](#)

Employment

"I love my job at Seaside Treasure Trove [. . .] I organize and price products for the store. I really enjoy opening boxes of new products when they arrive. I sometimes model the clothing for social media. My co-workers are very nice to me, and I love going to work each day."

- Kara, Working Together participant

"This program was great for us because it allowed us to take Kara on as an employee and gave Kara the opportunity to see if this type of work was a fit for her!"

- Kayla, Kara's manager



*Working Together participant, Kara
and her manager, Kayla*

[Read more](#)

"Everything is going so well. I'm enjoying the work, everyone is very supportive here. Thank you for finding the best for me."

- Priti, Working Together participant



Working Together participant, Priti

[Read more](#)

Employment

"I have learned I have many strengths and I gained self-confidence. I want to work with computers. This experience may give me the confidence to pursue this in the future. [. . .] It was a great way to get work experience. I would recommend the Working Together program to others who have disabilities and want help getting work experience."

- Wyatt, Working Together participant

"[Wyatt] has been a great addition to the roles he has been asked to fill. He is friendly and gets along well with the groups he has been asked to work with. He is helpful and open to the tasks he is asked to do."

- Crystal, Wyatt's manager at Independent Living Vernon



Working Together participant, Wyatt

[Read more](#)

Adam has Cerebral Palsy and uses a manual wheelchair. Through our Working Together program he found a summer job with BGC Moncton, which in short order became a permanent position thanks to his hard work. Adam loves his job, and the feeling is mutual with his employer.

"We are happy to have him here too." – **Moncef Lakouas, Executive Director of BGC Moncton**



Working Together participant, Adam (right), with his employer, Moncef (left), Executive Director of BGC Moncton.

[Read more](#)

Employment

Working Together

We served 247 participants nationally		
171 of the participants gained employment or became self-employed	51 of the participants returned to school or stayed in school	99 of the participants received a wage subsidy intervention

Group Employment Skills (Saskatchewan)

We served 84 participants in Saskatchewan	
79 of the participants enhanced their employability	We utilized 1,248 staff facilitation hours
64 of the participants gained employment or returned to school	

Job Focus (New Brunswick)

We served 264 participants in New Brunswick
--

Workplace Essential Skills (New Brunswick)

We served 6 participants

Hearing Solutions Grand Opening an Amazing Success, September 15, 2022

Our Hearing Solutions Grand Opening was an amazing success! We were blown away by the support from our community, with 80 people joining us to learn all about Hearing Solutions and to celebrate our newest social enterprise. Thank you to everyone who joined us!

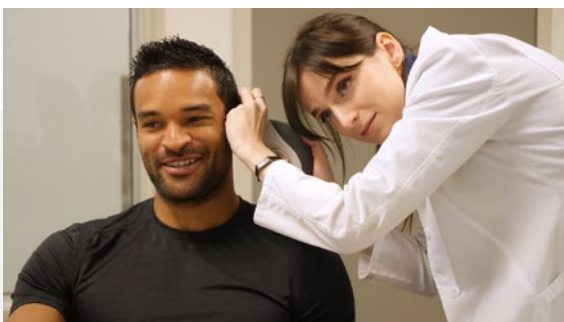


Gary Birch, Neil Squire Executive Director; Paul Holden, Burnaby Board of Trade CEO and President; Cheri Nigut, Hearing Solutions receptionist; Heather Ritchie, Hearing Solutions Audiologist; and Mike Hurley, Burnaby Mayor, cutting the ribbon

[Read more](#)

“When I first came through these doors, the first thing I could feel is... let’s say, acceptance.”

– Tyson, Hearing Solutions participant



Hearing Solutions participant, Tyson, and Audiologist, Heather Ritchie

[Read more](#)

Assistive Technology

“Having my vehicle modified to accommodate my disability has been invaluable as my job enables me to make ends meet. I honestly don’t know how I was managing before and don’t know how much longer I could have gone on like that.”

- Robyn, WorkBC Assistive Technology Services participant



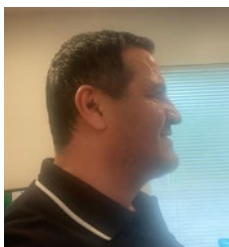
*WorkBC Assistive Technology
Services participant, Robyn*

[Read more](#)

Since immigrating to Canada, Aliakbar has had a hard time finding employment. He faced a language barrier, a lack of Canadian education, and hearing loss.

Through WorkBC Assistive Technology Services, he received hearing aids, as well as interpretation services in Farsi during his assessment, fitting, and follow-up with his audiologist at Hearing Solutions.

“I used to avoid in person classes, workshops, meetings, events, and having eye contact with others as I could not hear them and was embarrassed when I could not hear them and they expected my response. Now, I can attend English classes and meet with my job developer and employers with more confidence as I hear people so clearly.”



*WorkBC Assistive Technology
Services participant, Aliakbar*

[Read more](#)

Assistive Technology

"I feel more confident. Less anxiety. Now I can get more involved in conversations. I also just got a promotion, and this has helped so much."

- Michelle, WorkBC Assistive Technology Services participant



WorkBC Assistive Technology Services participant, Michelle

[Read more](#)

"It helped me greatly because without the program and knowing how to use it, I am just not eligible to do the job."

- George, WorkBC Assistive Technology Services participant



WorkBC Assistive Technology Services participant, George

[Read more](#)

Assistive Technology

Solutions (British Columbia)

We served **225** participants

Solutions (Saskatchewan)

We completed 121 assessments	171 of the participants enhanced their employability	93 of the participants gained employment or returned to school
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Solutions (New Brunswick)

We served **1,077** participants

Hearing Solutions

We provided 876 in-person appointments	We provided hearing aid fittings for 172 ears	We provided hearing assessments for 428 clients
We provided ear cleaning / ear wax removal for 322 ears	Our youngest client was 1 year old and our oldest was 103 years old	
We provided consultations, follow-ups, training, and other hearing aid services for 329 clients	Since we opened our hearing clinic doors, we have seen 807 clients for in-person services	

Assistive Technology

WorkBC Assistive Technology Services

Number of ATS applications received: 1,352	Number of employers served: 1,073
Number of ATS agreements signed / assessments completed: 491	Total disability supports provided: 1,456

AT Help Desk

Hours of operation: 299 days and 3,380 hours		Number of inquiries: 2,183	
Troubleshooting: 1,031		AT suggestions or sourcing: 1,190	Training: 124

Neil Squire Joins avenueNB Cooperative, April 26, 2022

The Government of New Brunswick announced the launch of avenueNB, a new non-profit cooperative that will result in better employment services for persons with disabilities in New Brunswick. Neil Squire is one of 22 organizations that make up avenueNB. Neil Squire Regional Manager Charles Levasseur was named the interim chair of the board of avenueNB.



Randy Dickinson, Chairperson, Premier's Council on Disabilities; Charles Levasseur, Interim Chair, avenueNB and Neil Squire Regional Manager; Hon. Trevor Holder, Minister of Post-Secondary Education, Training and Labour

[Read more](#)

BC Government Announces Funding for the BC SCI Network, June 3, 2022

The BC government announced that the BC Spinal Cord Injury (SCI) Community Services Network — comprising of the BC Wheelchair Basketball Society, BC Wheelchair Sports Association, Disability Foundation, Neil Squire, and Spinal Cord Injury BC — will receive funding of \$3 million over three years.



*BC SCI Network and
BC Government
representatives at the
Richmond Olympic Oval*

[Read more](#)

Collaboration

South Korea National Research Project Researchers Visit Neil Squire, June 22, 2022

As part of the National Research Project on Assistive Technology Support & Service in South Korea, researchers visited our Burnaby office today to learn about our programs best practices. We provided a tour of our office and overviews of Solutions and Makers Making Change and we were happy to share our expertise in the area of assistive technology.



Neil Squire employee, Eric Chau, showcasing some assistive technology to the researchers

[Read more](#)

Canadian Pacific Purchases Automated External Defibrillator for Our Regina Office, July 4, 2022

Our Prairie Regional Office in Regina has a brand new Automated External Defibrillator (AED) thanks to Canadian Pacific.

Through CP Has Heart, CP provided an AED for the office, allowing us to join the Regina Qu'Appelle Health Region's Public Access Defibrillation program. This will help us ensure the continued health and safety of our staff, clients, volunteers and community.



Neil Squire staff in Regina in front of the AED and a plaque thanking Canadian Pacific

[Read more](#)

Collaboration

Neil Squire's Prairie Regional Office Makes Indigenous People With Disabilities and Their Communities a Priority

Through our partnership with the Gary Tinker Federation, we've worked with bands and participants from: Grandmother's Bay, Cumberland House, La Ronge, Air Ronge, Little Red River Cree Nation, Big River, Pinehouse Lake, Sucker River, Stanley Mission, Buffalo Narrows, Île-à-la-Crosse, File Hills Qu'appelle Region, Ocean Man First Nation, Cote First Nation, Key First Nation, Montreal Lake, and the Prince Albert region. Our Prairie Regional Office also has a strong connection with the Métis Regional Offices in Saskatchewan and Rupertsland in Alberta serving Métis individuals.

"Approximately 60% of our participants in all of the urban centres in the region are from Indigenous descent, but we have specifically targeted rural and remote Indigenous bands to work with. They don't have many other options, especially for digital literacy in our region," explains Prairie Regional Manager Nikki Langdon.



Nikki Landon, Prairie Regional Manager, and program participants in our Saskatchewan Computer Comfort classroom

[Read more](#)

Collaboration

“We Walk With People on Their Journey; One Footstep at a Time”

The Footprints Centre represents over 16 years of partnership between Neil Squire and the Penticton Indian Band, located in Penticton, BC.

Run by Mindy Rollins and Terry Terbasket on Penticton Indian Band land, the Footprints Centre offers a wide variety of Neil Squire programming to both band members and people with disabilities in nearby communities.

“The impact of the program has opened many doors, built self confidence in both students and staff. Each and every person from the Penticton Indian Band who has entered through our doors has had some type of transformation. It’s special when you see a person’s light come on and the happy expression they show when they have conquered a task on the computer, saying ‘I can do this,’” says Terry.



Neil Squire staff members, Mindy Rollins and Terry Terbasket, standing in front of the Footprints Centre in Penticton

[Read more](#)

Collaboration

Neil Squire Honoured With Easter Seals New Brunswick Award of Merit, March 13, 2022

We were honoured to receive an Easter Seals New Brunswick Award of Merit for development of services for persons with disabilities. We have been long-time partners with Easter Seals New Brunswick in serving New Brunswickers with disabilities.



Neil Squire staff members and Brenda Murphy, Lieutenant-Governor of New Brunswick.

[Read more](#)

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:

Chad Leaman, CAE
Director of Innovation
604-473-9363 ext. 173
chadl@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

CanCode, Innovation, Science and Economic Development Canada

Government of Canada

Supports for Student Learning Program, Employment and Social Development 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

Ministry of Immigration and Career Training

Government of Saskatchewan

Saskatchewan Workers and Compensation Board

City of Regina

Major Donors

Major Donors

BC Paraplegic Foundation	Timbre Games Studio
HSBC	Dr. Daniel McDonald
Craig H. Neilsen Foundation	Nikki Langdon
Vancouver Foundation	Watson Goepel
Walsh Foundation	Andrew Mahon Foundation
Calgary Foundation	Salesforce
SpencerCreo Foundation	James Berg
Edmonton Community Foundation	Greg Pyc
Canada Life	Gordon Watt
TD Canada Trust	Debra Wright
Winnipeg Foundation	Global Office Solutions
Microsoft	Gordon Scrapper
Grace McLeod Family	Hannibal & Christine Preto
The Church of Jesus Christ Latter-day Saints	McInnes Cooper
Fredericton Community Foundation Inc.	Methanex Corporation
United Way Central New Brunswick	University of Western Ontario
CUA	

Individual Donors

Individual Donors

Kathy Seto-Reinson	Nate Toevs
Lyra Chang	Donna Vukelic
Mary Frances Laughton	Jean Choquette
Gary Birch	Daphne Savage
James Harrott	Guldmann Care-Lift Solutions
Brian Pritchard	John Letizia
Captive	Stuart Rowles
Prairie Heart Counseling	Beverly Grasse
Ripplinger Financial	Chloe Ellis
RBC Foundation	Munesh Raman
Bluedrop Training and Simulation	Pamela Hanson
Drew Collier	Yasmin Juma
Geoff McDonald	Achievers
ILLAHIE Foundation	Chad Leaman
Jonathan Hamilton	Foresters Financial
M Cheng	Gai-Lanne Pepper
SaskPower	Kenneth N Birch
Rachin Kumar	Stephen and Margaret Heddle
Neil Parsons	William Minarik

Statement of Financial Positions

(For the year ended March 31st, 2023)

Assets

Current Assets	2023	2022
Cash	\$1,826,567	\$3,104,369
Accounts receivable	\$1,078,934	\$991,274
Prepaid expenses	\$203,336	\$159,230
	\$3,108,837	\$4,254,873
Tangible capital assets	\$55,096	\$100,523
	\$3,163,933	\$4,355,396

Liabilities And Net Assets

Current Liabilities	2023	2022
Accounts payable and accrued liabilities	\$705,312	\$584,302
Deferred revenue	\$2,051,549	\$3,428,824
	\$2,756,861	\$4,013,126
Net Assets		
Unrestricted	\$51,976	\$91,747
Invested in tangible capital assets	\$55,096	\$100,523
Internally restricted	\$300,000	\$150,000
	\$407,072	\$342,270
	\$3,163,933	\$4,355,396

Statement of Operations

(For the year ended March 31st, 2023)

Revenue	2023	2022
Contracts	\$13,341,451	\$10,793,045
Services and training fees	\$936,146	\$876,809
Recoverable costs	\$1,937,294	\$2,470,698
Donations - cash	\$118,938	\$48,517
Donations - in kind	\$3,418	\$5,655
Gaming	\$135,000	\$135,000
Interest income and other	\$251,509	\$95,703
	\$16,723,756	\$14,425,427

Expenses	2023	2022
Salaries and benefits	\$8,673,927	\$7,850,941
Client equipment	\$1,937,294	\$2,470,698
Consulting and contracts	\$1,182,753	\$393,384
Rent	\$942,745	\$918,948
General and administrative	\$886,032	\$659,218
Equipment maintenance and lease	\$846,637	\$469,877
Client supports	\$693,898	\$667,227
Wage subsidies	\$545,372	\$491,609
Travel	\$360,608	\$69,232
Material and supplies	\$286,517	\$132,934
Marketing and program development	\$254,326	\$185,480
Amortization	\$45,427	\$50,329
Donations - in kind	\$3,418	\$5,655
	\$16,658,954	\$14,315,203
Excess of revenue over expenses	\$64,802	\$59,895

Board and Committee Members

Board Members

Brian Pritchard, Chair
Marie Burgoyne, Vice-Chair
Colin Bell, Treasurer
Laurie Hill, Member
Judy Hutchins, Member
Scott Rutherford, Member
Josh Vander Vies, Member

Executive Committee

Brian Pritchard, Chair
Colin Bell, Treasurer
Marie Burgoyne
Judy Hutchins
Josh Vander Vies
Gary Birch (ex officio)

Audit and Financial Management Committee

Colin Bell, Chair
David Brind, Advisor
Gary Birch (ex officio)
Greg Pyc (ex officio)
Rachin Kumar (ex officio), Advisor

Board and Committee Members

Marketing Committee

Judy Hutchins, Chair
Laurie Hill
Brian Pritchard
Gary Birch (ex officio)
Austin Cozicar (ex officio)
Suzanne Wiens (ex officio)

Client Services Committee

Laurie Hill, Chair
Marie Burgoyne
Gary Birch (ex officio)
Cheryl Colmer (ex officio)
Rob Attwell, Advisor
Imogen Ni Eala, Advisor

Fundraising Committee

Brian Pritchard, Chair
Judy Hutchins
Gary Birch (ex officio)
Chad Leaman (ex officio)
Don Danbrook, Advisor

Board and Committee Members

Technology and Partnerships Committee

Scott Rutherford, Chair
Jaimie Borisoff, Advisor
Drew Collier, Advisor
Alan Bridgeman, Advisor
Josh Vander Vies
Gary Birch (ex officio)

Senior Staff

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

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
Patty Lavakittichaiyant, National Program Manager
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

Head Office & Western Regional Office

400 – 3999 Henning Drive
Burnaby, BC V5C 6P9
T 604 473 9363
F 604 473 9364
Toll Free 1 877 673 4636

Prairie Regional Office

1353 Broad Street
Regina, SK S4R 7V1
T 306 781 6023
F 306 522 9474

Central Regional Office

815 St. Laurent Blvd, Room 218
Ottawa, ON K1K 3A7
T 613 723 3575
F 613 723 3579

Atlantic Regional Office

440 York Street
Fredericton, NB E3B 3P7
T 506 450 7999
F 506 453 9681

Charitable Tax # 864366174 RR0001



Neil Squire

www.neilsquire.ca

www.makersmakingchange.com

www.neilsquirehearingsolutions.ca

www.neilsquiresolutions.ca

www.athelpdesk.org