



**Neil Squire**

# 2023-2024 Annual Report



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# Message from the Chair of the Board

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This past year at Neil Squire has been one of steady progress. In 2023 and 2024, we expanded our services and made an even greater impact on disabled Canadians.

As a leader in Canada's disability sector, we proudly leverage innovation, digital literacy, employment programs, and assistive technology to improve lives.

Through the Makers Making Change initiative, we delivered assistive technology to a diverse range of people with disabilities. Our website now hosts a collection of these devices, further increasing access, thanks to the dedication of our maker volunteers.

In our employment efforts, we've supported disabled workers and job seekers, helping many find or maintain employment, while others pursued volunteer opportunities or further education.

Our commitment to assistive technology is unwavering, with numerous assessments and collaborative solutions tailored to individual needs.

None of this would be possible without the leadership, staff, and volunteers whose exceptional contributions drive our success.

We're excited to continue building on this momentum, together.

Yours truly,



Josh Vander Vies

Chair of the Neil Squire Board

2023 and 2024

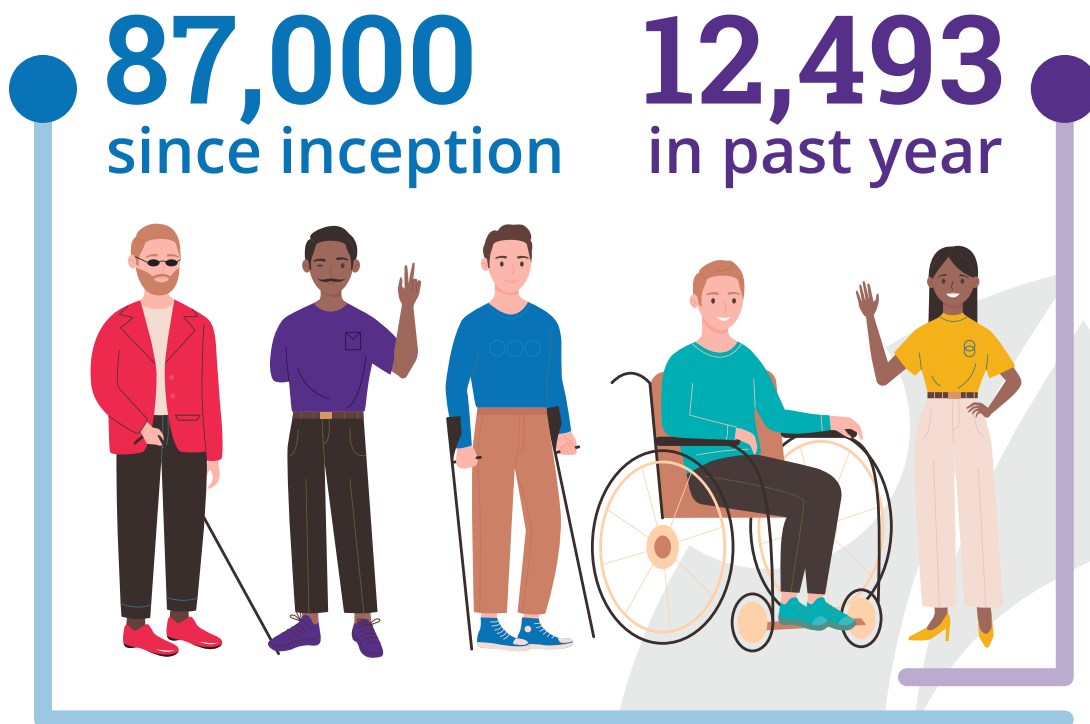
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## Another Year of Amazing Achievements for Neil Squire

As we head into our 40th year, we were named the Burnaby not-for-profit of the year. Our Makers Making Change program built its 10,000th assistive device. And once again, we served a record-breaking number of participants — **12,493** persons with disabilities from April 1, 2023 to March 31, 2024. Over the course of 40 years, Neil Squire has served over **87,000** persons with disabilities.

As we note every year, this wouldn't be possible without the dedication of our staff, volunteers, and supporters. Your hard work and support has truly made a difference in the lives of Canadians with disabilities.

In this report, you'll see that impact from the stories of our program participants and achievements throughout the year.



## 10,000 Devices Built for People With Disabilities: Makers Making Change Hits the Milestone at Build Event With Full Circle at Electronic Arts, October 12, 2023

With the help of our volunteers, our community, and our supporters, we've built 10,000 assistive devices for people with disabilities since the inception of Makers Making Change.

We officially celebrated the milestone at a build event hosted in partnership with Full Circle™, an Electronic Arts video game development studio on Thursday, October 12th. The event was the latest of several build-a-thons hosted at EA Vancouver over the years. Full Circle was a gold sponsor of our #HackingForTheHolidays campaign.



*Full Circle staff showing off their adapted toys in a group photo, along with Neil Squire staff, guests, Executive Director Gary Birch, and BC Minister of Jobs, Economic Development and Innovation Brenda Bailey.*

[Read more about this event here.](#)

## Innovation

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### **Met School Students Apply Their Skills to Adapting Toys for Kids With Disabilities, November 21, 2023**

Over 20 students from Winnipeg’s Met schools traded in their pens and pencils for soldering irons as they worked together to build assistive switches and adapt RC car toys for children with disabilities as part of Neil Squire’s #HackingForTheHolidays campaign.

“It was a match made in heaven,” says Exchange Met School principal Jane Suchy. “We’re always trying to create opportunities for students at our school to give back to the community.”

Participants were largely made up of a cohort of students in grades 11 and 12 interested in engineering, and the build event gave them a chance to apply the things they are learning in STEAM workshops while also engaging in teamwork and problem solving. Some students from grades nine and 10 also participated.

In all, the students built 12 RC cars and 24 switches, which were donated to local clinicians and families in Manitoba.



*Students work together to adapt toys at the build event.*

[Read more about this event here.](#)

## Innovation

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### **#HackingForTheHolidays Raises Over \$108,000 and Delivers 2,500 Adapted Toys to Kids With Disabilities, January 2024**

Thanks to your support, we reached our #HackingForTheHoliday campaign goals, raising \$108,685 and delivering 2,519 toys to children with disabilities across Canada — 1,092 toys, 1,382 switches, and 45 joysticks.

We hosted 109 build events in all 10 provinces, with participants including schools, corporate supporters, and community organizations.

The adapted toys have made a big difference in the lives of kids with disabilities, allowing them to play independently.

We are thankful for all of our volunteers, our community, and our supporters, we couldn't have done this without you.



*A Makers Making Change volunteer and a child work on an adapted toy together.*

[Read more about this campaign here.](#)

### **The LipSync Levels Up: The New LipSync is Here, February 2024**

The LipSync was the very first device in the Makers Making Change library. In fact, it inspired the whole Makers Making Change movement — open source designs for assistive technology that could be built by makers for just the cost of parts for people with disabilities who need them.

Since our first public build event over seven years ago, over 1,400 LipSyncs have been built and deployed to users all over the world. These devices have helped people with limited mobility access their phones, computers, gaming consoles, and much more.

Based on feedback from users, clinicians, and makers, we incrementally improved the original LipSync design and software over the years. But it was time for a bigger upgrade.

For the fourth iteration of the LipSync, we've completely re-designed it from the ground up, with new hardware and new software. It is now easier to use, easier to build, and provides greater user independence.



*The new LipSync and hub.*

[Read more about the new LipSync here.](#)

# Innovation

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“This opens up a whole world of creativity that I had lost. I now have something that can help me to once again print and write. This is tremendously encouraging! I can sign my own name again. The assistive devices have a nice feel and texture and attractive colors. And it feels so good to be understood, it feels so good to have my disability taken into consideration.”

**- Sarah, Makers Making Change participant**



*Makers Making Change device user, Sarah.*

[Read more about Sarah here.](#)

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“She has such limited things she can play with, so having switch adapted toys that make her able to not only play with the toys but do it on her own and not having someone always do it for her is amazing. Thank you for giving my little three-year-old the access to play, like any three year old wants to. These toys have now given her the independence to play on her own.”

**- Carey, mother of Evie, who received adapted toys and switches from #HackingForTheHolidays**



*Evie playing with her new switch-adapted Linkimals toy.*

[Read more about Evie here.](#)

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# Innovation

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“What I was trying to do is be helpful and help other people that have disabilities, because obviously I’m one of them.”

**- Alfred, Makers Making Change volunteer**



*Alfred in a wheelchair shows Neil Squire staff member, Chad Leaman, the 3D printed items he has printed.*

[Read more about Alfred here.](#)

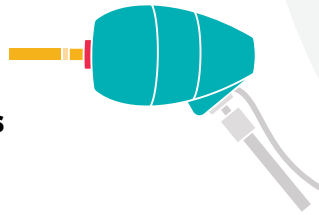
# Innovation

## Makers Making Change

### Assistive Technology

**5,827**

Assistive Technology devices were delivered to people with disabilities



**217**

Assistive Technology devices were shared on our website

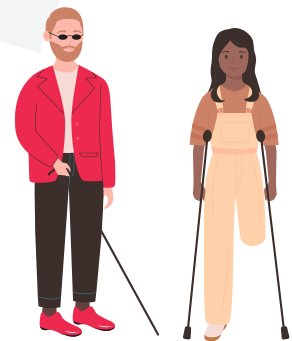
### Participants

**10,455**

volunteers were utilized

**7,695**

Youth STEM Participants took part



### Gaming and Events



**157**

unique gamers were served

**421**

gamer sessions were held

**360**

events were held

**2**

GAME Checkpoints were launched

**8**

total GAME Checkpoints

**48**

clinicians and researchers were trained



“I learned a lot of things, I didn’t know such things could be so adaptable. It’s just so helpful to have another tool to do something that I love to do, and not stop just because I’m in pain.”

**- Deepi, Digital Jumpstart participant**



*Digital Jumpstart participant, Deepi.*

[Read more about Deepi here.](#)

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“[Digital Jumpstart] was fantastic from start to finish, and it gave me the skills and confidence and ability to help me overcome my fear of using a computer again. With guidance, patience, and excellent teaching skills, I am now able to use my laptop. I have nothing but good things to say about it, it’s really changed my life.”

**- Digital Jumpstart participant, Elana**



*Digital Jumpstart participant, Elana.*

[Read more about Elana here.](#)

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# Digital Literacy

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“[Digital Jumpstart] helped me a lot, because now I know how to do things a little bit easier [. . . My trainer] Erin’s making it easier for me to try to do things I didn’t think I could do.”

## - Digital Jumpstart participant, Nancy



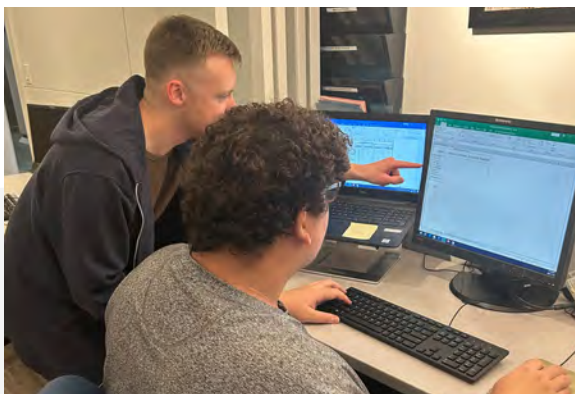
*Nancy (left) and Erin (right) standing together in our Moncton office.*

[Read more about Nancy here.](#)

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Theoren, who is Métis, joined our Computer Comfort program to upgrade his computer skills to get ready for employment. He describes himself as neurodivergent. He has difficulty processing, comprehending, and retaining information and he has difficulty finding the right words to express his wants when speaking. He also struggles with spelling and translating thoughts into written words.

The one-on-one computer tutoring sessions have greatly improved his confidence on the computer, and he feels more prepared to find a job that suits him and his abilities.



*Theoren (right) works on the computer, while getting guidance from his Job Developer, Patrick (left).*

[Read more about Theoren here.](#)

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# Digital Literacy

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“I may have to change my frame of reference, maybe I can’t go kayaking anymore, or work as a carpenter, but there are other things I can do. It was just really inspiring to think I can do stuff, maybe just different than it was before. And with perseverance, I think I can do anything now.”

**- Greg, Digital Jumpstart participant**



*Digital Jumpstart participant, Greg.*

[Read more about Greg here.](#)

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“I wanted to expand my experience at the time [as a tutor], and then it ended up being something I really, really liked. I was really grateful for the opportunity. [Neil Squire] gave me so many life skills, not just for this job but even for the future. And I think their whole philosophy around giving people technology is so, so important.”

**- Hannah, Distance Computer Comfort tutor**



*Distance Computer Comfort tutor, Hannah.*

[Read more about Hannah here.](#)

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# Digital Literacy

## Computer Comfort (British Columbia)

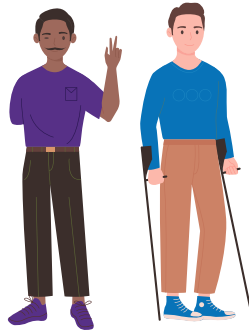
### Participants

**81**

participants were served in British Columbia

**34**

of whom were new to Neil Squire



**26**

active participants on average each month

**130**

participants were served through Digital Jumpstart

### Tutoring and Tech Support Activities

**986**

hours of one-on-one tutoring were provided

**493**

total tutoring sessions were held

**274**

hours of tech support were provided

**310**

hours of Digital Jumpstart computer, AT equipment, and software setup were provided

We served participants with the following disabilities: arthritis, brain injury, cerebral palsy, chronic pain, developmental disabilities, epilepsy, fibromyalgia, learning disabilities, multiple sclerosis, mental health disabilities, spinal cord injury, stroke, vision impairment, and other impairments.

## Computer Comfort (Saskatchewan)

**77**

participants in Saskatchewan were served

**73**

participants enhanced their employability

**38**

participants gained employment

**5**

participants returned to school

Neil Squire staff provided an average of 100 hours per month of one-on-one tutoring

# Digital Literacy

## Computer Refurbishing



**70**  
refurbished  
computers  
were provided  
to participants  
across Canada

**130**  
laptops were placed  
in participants homes  
across Canada through  
Digital Jumpstart

**23**  
computers  
were  
repaired

## Distance Computer Comfort

**66**  
participants  
were served  
across the  
country

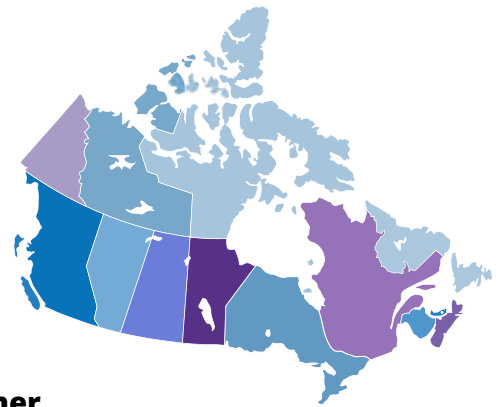
**5**  
provinces  
were home to  
participants we  
served

**31**  
cities were  
home to  
participants  
we served

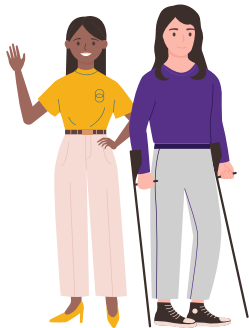
**800+**  
hours of one-  
on-one tutoring  
were provided

**26**  
volunteers  
were utilized

**4**  
Computer  
Comfort partner  
sites were  
utilized



Of the 66 participants taking part in the program in the past year:



**61**  
enhanced  
their  
employability

**16**  
gained  
employment

**11**  
moved on to  
volunteer  
opportunities

**4**  
moved on to  
training or  
educational  
opportunities

# Digital Literacy

Of the 26 volunteers who took part:



**10**  
volunteered  
with Neil  
Squire for the  
first time

**14**  
are either continuing  
client pairings into  
2024/2025 or are waiting  
to be paired with clients

Our volunteers connected from the following provinces across Canada:

**15**  
from  
British  
Columbia

**2**  
from  
Alberta

**2**  
from  
Manitoba

**6**  
from  
Ontario

**1**  
from  
Nova Scotia

**510**  
hours of tutoring  
were completed by  
our British Columbia  
based volunteers

## Digital Jumpstart

**297**  
participants were  
served across the  
country

**268**  
participants  
completed skill  
enhancement  
activities

**268**  
participants  
enhanced their  
employability



**24**  
participants  
moved onto specific  
employment  
readiness and  
placement  
programs

**27**  
participants  
obtained an  
employment  
opportunity

**20**  
participants  
went on to  
pursue further  
education and  
training

**52**  
participants  
maintained  
their  
employment

## Government of Canada Announces Funding for Creative Employment Options, June 2, 2023

On June 2nd, Minister of Employment, Workforce Development and Disability Inclusion, Carla Qualtrough, announced funding of more than \$118 million over the next three years under the Opportunities Fund for Persons with Disabilities (OF). This will support 60 projects that organizations across Canada are launching this year, to help improve access to jobs and workplace accessibility for Canadians with disabilities.

The new Creative Employment Options program is designed to help people with disabilities develop the skills they need to achieve their employment goals. Participants are eligible if they have a self-declared disability, require assistance to gain or maintain employment, and are legally able to work in Canada.

Creative Employment Options also provides employment assistance to businesses of any size looking to hire people with disabilities, by connecting them with qualified candidates and providing ongoing support. Wage subsidies are also available through the program.



*A woman in a wheelchair working on a laptop at a table.*

[Read more about this funding here.](#)

# Employment

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## Assistant Deputy Minister Nisa Tummon Visits Burnaby Head Office, March 21, 2024

We were delighted to welcome Assistant Deputy Minister Nisa Tummon to our office to learn all about our Creative Employment Options program. Program participants were on hand to share their experiences and answer questions.



*Nisa Tummon with Creative Employment Options staff and participants, and Neil Squire Executive Director, Gary Birch.*

[Read more about this visit here.](#)

# Employment

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“I wake intrigued to start my workday, feeling productive. [. . . ] greatly enjoy the job working with a positive team.”

**- Mike, Creative Employment Options participant**



*Creative Employment Options participant, Mike.*

“Mike has been a joy to have on board. He is eager to learn, punctual and consistent and confident enough to share ideas with me and the team. He is very receptive to guidance and constructive criticism and understands the importance of organization and acquiring new skills.”

**- Judith, Mike’s employer at the Cariboo Chilcotin Coast Tourism Association**

[Read more about Mike here.](#)

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“[I] enjoy having a consistent work schedule in a welcoming and busy environment that also supports [my] financial needs.”

**- Daryn, Creative Employment Options participant**



*Creative Employment Options participant, Daryn.*

[Read more about Daryn here.](#)

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# Employment

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Rebecca completed a volunteer work placement at a local post-secondary support office to help add to her current skill set and make her more marketable in her community. She did such a good job that she was offered a part-time position as a Front Desk Receptionist. "I am more confident," she shares.



*Creative Employment Options participant, Rebecca.*

[Read more about Rebecca here.](#)

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Stephen not only found meaningful employment but also gained a newfound sense of purpose and independence, and his success is a testament to the transformative power of employment programs for individuals with disabilities, highlighting the importance of equal opportunities and inclusive workplaces.



*Creative Employment Options participant, Stephen (right) in the kitchen with his employer (left).*

[Read more about Stephen here.](#)

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# Employment

## Creative Employment Options

**460**

participants were served across the country

**155**

participants gained employment or became self-employed

**41**

participants returned to school or stayed in school

**128**

participants received a wage subsidy intervention

## Group Employment Skills (Saskatchewan)

**86**

participants in Saskatchewan were served

**81**

participants enhanced their employability

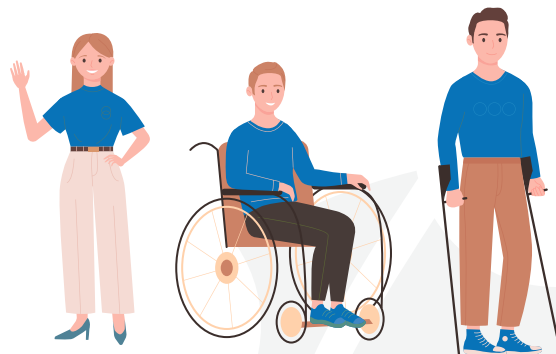
**54**

participants gained employment or returned to school



**1,152**

staff facilitation hours were used



## Additional Atlantic Region Employment Programming

**410**

additional participants were served in our Atlantic Region



## **Neil Squire Launches New Hearing Solutions Website, April 21, 2023**

In April we launched our Hearing Solutions website. Dedicated to the prevention and treatment of hearing loss, we are a fully equipped hearing health centre offering compassionate and client centered service in the Greater Vancouver area.



*Audiologist, Heather Ritchie, examines the ear of a client.*

[Read more about the website here.](#)

# Assistive Technology

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"I am now able to hear coworkers clearly, communicate with patients as needed, and understand everything that is going on around me. [My life] really has drastically changed. It's just made it so much easier, better, and happier. I'm super, super grateful for this."

**- Loretta, WorkBC Assistive Technology Services participant**



*WorkBC Assistive Technology Services participant, Loretta.*

[Read more about Loretta here.](#)

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"The help I received in the training was essential, it was vital. I was very grateful to not only have a working computer with a working JAWS, but also the ability to use it right away pretty much. I have abilities I never had before. It really opened up things for me. I'm extraordinarily grateful for the help I received, for the support I received, and for the training I received."

**- Rob, WorkBC Assistive Technology Services participant**



*WorkBC Assistive Technology Services participant, Rob.*

[Read more about Rob here.](#)

# Assistive Technology

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"I now have a few new screen-reader tricks up my sleeve courtesy of this excellent teacher. [WorkBC Assistive Technology Services staff] regularly answered my many questions and have assisted me in moving further forward in this still-new world of blindness that I now occupy."

**- Roy, WorkBC Assistive Technology Services participant**



*WorkBC Assistive Technology Services participant, Roy.*

[Read more about Roy here.](#)

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"Since I received these supports, I am now able to work for longer days which means I can maintain full-time employment. This also allows me to work a slightly condensed schedule which gives me an extra day off every other week. I am extremely grateful for the support I received through Assistive Technology Services. The team there is very thorough and went to great lengths to ensure that I had the most suitable equipment to meet my needs."

**- Trina, WorkBC Assistive Technology Services participant**



*WorkBC Assistive Technology Services participant, Trina, showing her wheelchair lift bringing her wheelchair into her van.*

[Read more about Trina here.](#)

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## Assistive Technology

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“Assistive Technology Services helped me to acquire hearing aids for both my ears. I can clearly hear conversations and do not need to ask [people] to repeat again. I am very confident with the work that I do. No more worries.”

**- Belle, WorkBC Assistive Technology Services participant**



*WorkBC Assistive Technology Services participant, Belle.*

[Read more about Belle here.](#)

# Assistive Technology

## Solutions (British Columbia)

**292**  
participants  
were served

We provided presentations/projects for the following organizations:

- Women's Shelters Canada
- SFU Rehab Management
- Kwantlen Polytechnic University Human Resources



## Solutions (Saskatchewan)

**305**  
assessments  
were completed

**293**  
participants  
enhanced their  
employability

**208**  
participants gained  
employment or  
returned to school

## Solutions (New Brunswick)

**4,693**  
participants were served

## Hearing Solutions

**1,500**  
in-person  
appointments  
were provided

**106**  
hearing aid  
fittings were  
provided

**414**  
hearing and  
tinnitus  
assessments  
were provided

**6**  
months old  
was our  
youngest  
client

**553**  
people were  
provided with  
ear cleaning /  
ear wax removal

**874**  
consultations,  
follow-ups, training,  
and other hearing  
aid services were  
provided

**1,681**  
clients have  
been seen  
since opening  
our hearing  
clinic doors

**103**  
years old  
was our  
oldest  
client

# Assistive Technology

## WorkBC Assistive Technology Services

**1,402**  
ATS applications  
were received

**1,017**  
employers  
were served

**562**  
ATS agreements  
were signed



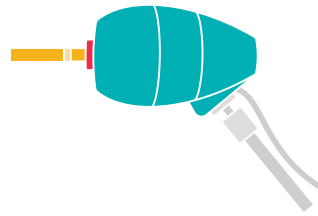
**1,395**  
assessments  
were completed

**1,784**  
total disability supports  
were provided

This fiscal year had the greatest number of applications since the program began.

## AT Help Desk

**2,506**  
inquiries were  
received



Of the 2,506 inquiries:

**1,374**  
were for  
troubleshooting

**1,209**  
were for AT  
suggestions or  
sourcing

**335**  
were for  
training



### Neil Squire Opens New Office in Brandon, Manitoba, May 2, 2023

With the support of Manitoba Possible, our Prairie Team has opened an office in Brandon, Manitoba. You can find our newest location at 340 9th Street, Room 140.



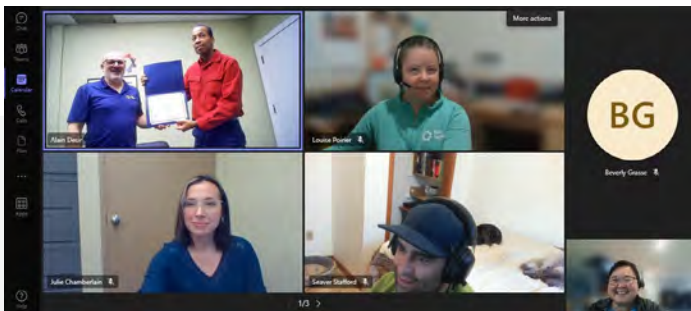
*Job Developer Merit, Prairie Regional Manager Nikki, and the Manitoba Possible team pose with a Manitoba Possible banner.*

[Read more about this office here.](#)

### Charles Levasseur Receives CAOT Citation Award, November 7, 2023

Neil Squire Regional Manager Charles Levasseur was honoured to receive the Canadian Association of Occupational Therapists Citation Award.

The CAOT Citation Award acknowledges the contribution to the health and well-being of Canadians by an agency, program, or individual within each province/territory, who is not an occupational therapist. Charles was nominated by the New Brunswick Association of Occupational Therapists.



*A screenshot of the Microsoft Teams virtual meeting where Charles was presented the award.*

[Read more about this award here.](#)

## Collaboration

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### **Burnaby Board of Trade After Hours Mixer, November 9, 2023**

We were delighted to host a great crowd at another successful Burnaby Board of Trade After Hours mixer on November 9th. In all, we had nearly 100 guests, between Burnaby Board of Trade members, community members, and our staff and supporters. It was a great time sharing our programs and innovative assistive technology solutions, and of course, getting to mingle and enjoy some excellent food and drinks.



*An attendee (left) speaks with Neil Squire staff member, Louis Leung (right).*

[Read more about this event here.](#)

## Collaboration

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### **Neil Squire Named Burnaby Not-For-Profit Organization of the Year, November 16, 2023**

We were humbled to be named the Burnaby Board of Trade's and City of Burnaby's Not-For-Profit Organization of the Year at the Burnaby Business Excellence Awards Gala on November 16th.

The Burnaby Business Excellence Awards is an award initiative of the Burnaby Board of Trade and the City of Burnaby which honours and celebrates businesses, entrepreneurs and not-for-profit organizations for their contributions to the local economy and community.



*Accepting the award, from left to right, Neil Squire staff members: Nate Toevs, Heather Ritchie, and Chad Leaman.*

[Read more about this award here.](#)

## Collaboration

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### **Making Connections for our Northwest Territories Office, February 2024**

Colleen Courtney and Patrick Kippax from our Prairie Regional Office were in Yellowknife meeting with community partners and making connections for the opening of our Northwest Territories office.



[Read more about this meeting here.](#)

## Collaboration

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### **Fourth Annual Swing Into Spring Princess Ball a Huge Success!, March 16, 2024**

The Neil Squire Prairie Region's fourth annual fundraising event was a tremendous success with over 350 guests attending. Storybook Princess Parties brought 23 characters and put on an incredible show for the children and their parents. The Conexus Arts Centre provided an amazing venue and outstanding food.

Thank you, Regina, once again for supporting the work of Neil Squire with your warmth and generosity. We couldn't have done it without the help of our generous sponsors.



[Read more about this event here.](#)

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### **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

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## **Government Funders**

**Opportunities Fund, Employment and Social Development Canada**

Government of Canada

**Assistive Technology Program; Innovation, Science and Economic Develop 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

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## Major Donors

Andrew Mahon Foundation	Marjorie Mosienko
BC Paraplegic Foundation	Mike McCallion
Calgary Foundation	Nikki Langdon
Cisco	RBC Foundation
Coast Capital Savings Credit Union	Salesforce
David Brind	Scott Rutherford
Disability Alliance BC	Saskatchewan Indian Gaming Authority
Dr. Daniel McDonald	SaskPower
EA - Electronic Arts	SGI
Geoff MacDonald	SpencerCreo Foundation
Greg Pyc	TD Canada Trust
Google	The Canada Life Assurance Company
Melissa Grandmaison	Timbre Games Studio
Michael Earle	Vancouver Foundation
Microsoft	Walsh Foundation
Hamber Foundation	Watson Goepel
HDR	Weyerhaeuser Canada
HSBC	Winnipeg Foundation
Information Services Corporation	Workday

# Individual Donors

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## Individual Donors

All in Events	Justin Pezzin
Beverly Grasse	Kathy Seto-Reinson
Brian Pritchard	Kenneth N Birch
Bryce Johnson	Liezl De Ridder
Captive	Lorraine Sims
Car Boys Auto Repair	Mary Frances Laughton
Caroline vanWyngaarden	McMaster University
Chad Leaman	Michelle Mcdonald
Clay Braziller	Munesh Raman
Colleen Courtney	Nathan Toevs
David Bowes	Neil Parsons
Dennis Lundstrom	Pager Duty
Donna Vukelic	Pamela Hanson
Drew Collier	Patricia Manary
Elizabeth O'Neill	Paul Percival
Eugenio Carrera	Peter D. Frederiksen
Gai-Lanne Pepper	Prairie Heart Counseling
Gary Birch	Rachin Kumar
George & Winifred Black, Kermit & Theo Legacy Fund	Ripplinger Financial
Gordon Scraper	Sandy Brassel
Granville Island Hat Shop	SaskTel
Heather and Glen Purdy	Stephan Dobri
ILLAHIE Foundation	Stephen and Margaret Heddle
James Harrott	Travis Darke
Jean Choquette	Wanda Brown
Jessica Frotten	Will Franklin
	Yasmin Juma

# Statement of Financial Positions

(For the year ended March 31st, 2024)

## Assets

<b>Current Assets</b>	<b>2024</b>	<b>2023</b>
Cash	<b>\$841,074</b>	\$1,826,567
Accounts receivable	<b>\$1,943,454</b>	\$1,078,934
Prepaid expenses	<b>\$196,355</b>	\$203,336
	<b>\$2,980,883</b>	\$3,108,837
<b>Tangible capital assets</b>	<b>\$35,004</b>	\$55,096
	<b>\$3,015,887</b>	\$3,163,933

## Liabilities And Net Assets

<b>Current Liabilities</b>	<b>2024</b>	<b>2023</b>
Accounts payable and accrued liabilities	<b>\$425,624</b>	\$705,312
Deferred revenue	<b>\$2,146,232</b>	\$2,051,549
	<b>\$2,571.856</b>	\$2,756,861
<b>Net Assets</b>		
Unrestricted	<b>\$109,027</b>	\$51,976
Invested in tangible capital assets	<b>\$35,004</b>	\$55,096
Internally restricted	<b>\$300,000</b>	\$300,000
	<b>\$444,031</b>	\$407,072
	<b>\$3,015,887</b>	\$3,163,933

# Statement of Operations

(For the year ended March 31st, 2024)

<b>Revenue</b>	<b>2024</b>	<b>2023</b>
Contracts	<b>\$13,719,642</b>	\$13,341,451
Services and training fees	<b>\$1,180,628</b>	\$936,146
Recoverable costs	<b>\$2,494,177</b>	\$1,937,294
Donations - cash	<b>\$91,875</b>	\$118,938
Donations - in kind	<b>\$2,190</b>	\$3,418
Gaming	<b>\$135,000</b>	\$135,000
Interest income and other	<b>\$322,584</b>	\$251,509
	<b>\$17,946,096</b>	\$16,723,756

<b>Expenses</b>	<b>2024</b>	<b>2023</b>
Salaries and benefits	<b>\$9,987,579</b>	\$8,673,927
Client equipment	<b>\$2,494,177</b>	\$1,937,294
Rent	<b>\$991,230</b>	\$942,745
General and administrative	<b>\$880,141</b>	\$886,032
Client supports	<b>\$834,655</b>	\$693,898
Wage subsidies	<b>\$832,925</b>	\$545,372
Equipment maintenance and lease	<b>\$450,391</b>	\$846,637
Consulting and contracts	<b>\$424,154</b>	\$1,182,753
Material and supplies	<b>\$367,061</b>	\$286,517
Travel	<b>\$349,966</b>	\$360,608
Marketing and program development	<b>\$253,396</b>	\$254,326
Amortization	<b>\$41,272</b>	\$45,427
Donations - in kind	<b>\$2,190</b>	\$3,418
	<b>\$17,909,137</b>	\$16,658,954
Excess of revenue over expenses	<b>\$36,959</b>	\$64,802

# Board and Committee Members

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## **Board Members**

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

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## **Management Team**

Greg Pyc, Western Regional Manager  
Charles Levasseur, Atlantic Regional Manager  
Nikki Langdon, Prairie Regional Manager  
Cheryl Colmer, Central Regional Manager  
Beverly Grasse, Atlantic Regional Manager  
Zorana Ciric, WorkBC Assistive Technology Services Program Manager  
Patty Lavakittichaiyant, National Program Manager  
Chad Leaman, Director of Innovation  
Harry Lew, Manager of Research and Development  
Justin Pezzin, Director of Makers Making Change  
Munesh Raman, IT Manager  
Katrina Tilley, Manager of Occupational Therapists  
Suzanne Wiens, Director of Communications

## **Executive Committee**

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

# Board and Committee Members

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## **Audit and Financial Management Committee**

Colin Bell, Chair  
Patrick Ho  
Gary Birch (ex officio)  
Greg Pyc (ex officio)  
Rachin Kumar (ex officio), Advisor

## **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

# Senior Staff

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## **Fundraising Committee**

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

## **Technology and Partnerships Committee**

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

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F 306 522 9474

**Central Regional Office**

815 St. Laurent Blvd, Room 218  
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**Atlantic Regional Office**

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**Neil Squire**

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[www.athelpdesk.org](http://www.athelpdesk.org)