



2023-2024 Annual Report



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Message from the Chair of the Board

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

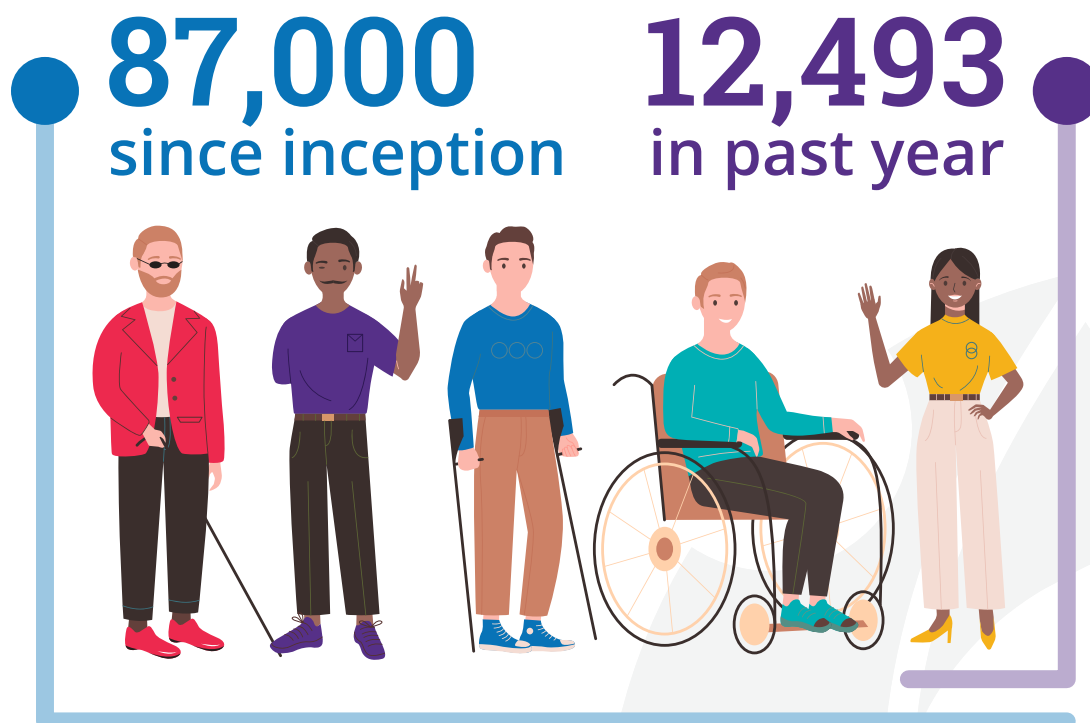
2023 and 2024

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.](#)

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.](#)

#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.



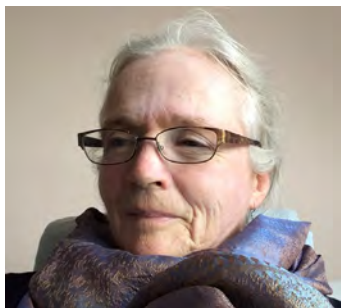
The new LipSync and hub.

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

Innovation

"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.](#)

"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.](#)

Innovation

“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.](#)

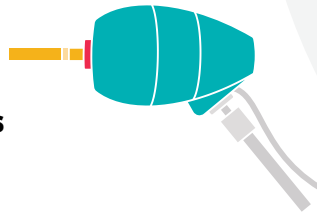
Innovation

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

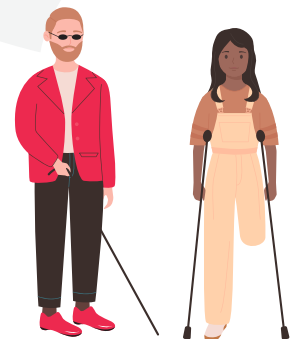
Participants

10,455

volunteers
were utilized

7,695

Youth STEM
Participants
took part



Gaming and Events



157

unique gamers
were served

2

GAME
Checkpoints
were launched

421

gamer sessions
were held

8

total GAME
Checkpoints

360

events
were held

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

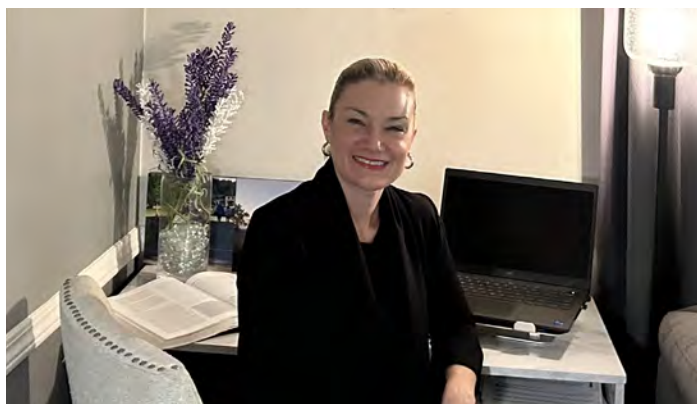


*Digital Jumpstart participant,
Deepi.*

[Read more about Deepi here.](#)

"[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.](#)

Digital Literacy

"[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

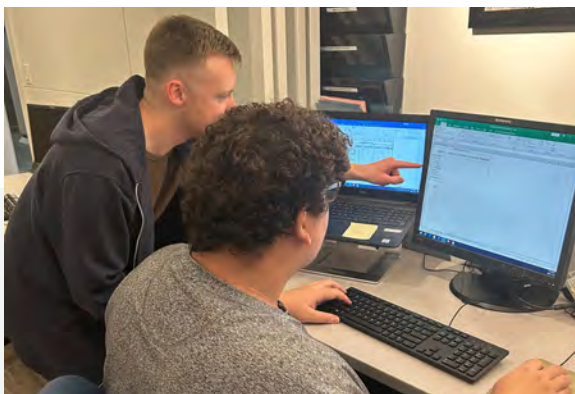


Nancy (left) and Erin (right) standing together in our Moncton office.

[Read more about Nancy here.](#)

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.](#)

Digital Literacy

"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.](#)

"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.

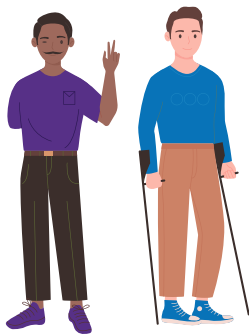
[Read more about Hannah here.](#)

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
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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

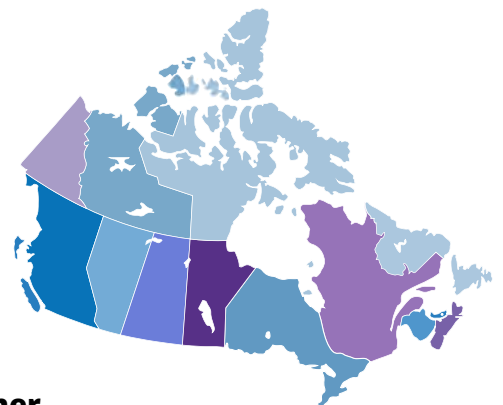
5
provinces
were home to
participants we
served

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

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

"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.](#)

"[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.](#)

Employment

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.](#)

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.](#)

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

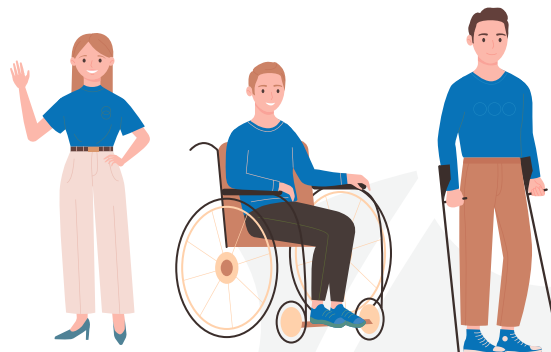
54

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

"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.](#)

"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

"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.](#)

"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.](#)

Assistive Technology

"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

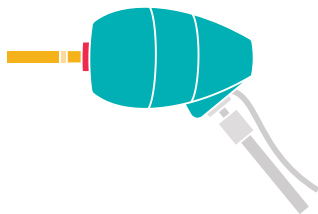
WorkBC Assistive Technology Services



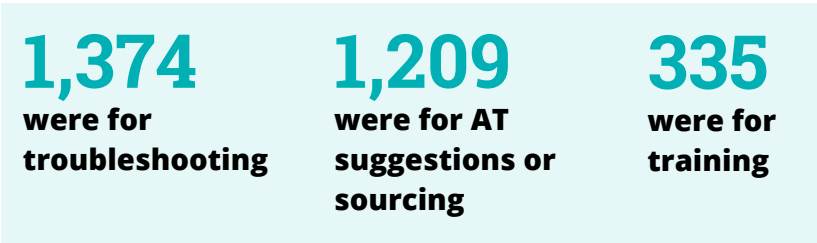
This fiscal year had the greatest number of applications since the program began.

AT Help Desk

2,506
inquiries were
received



Of the 2,506 inquiries:





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

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

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

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

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.](#)

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

Government Funders

Opportunities Fund, Employment and Social Development Canada

Government of Canada

Assistive Technology Program; Innovation, Science and Economic 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

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

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,	Ripplinger Financial
Kermit & Theo Legacy Fund	Sandy Brassel
Gordon Scraper	SaskTel
Granville Island Hat Shop	Stephan Dobri
Heather and Glen Purdy	Stephen and Margaret Heddle
ILLAHIE Foundation	Travis Darke
James Harrott	Wanda Brown
Jean Choquette	Will Franklin
Jessica Frotten	Yasmin Juma

Statement of Financial Positions

(For the year ended March 31st, 2024)

Assets

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

Liabilities And Net Assets

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

Statement of Operations

(For the year ended March 31st, 2024)

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

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

Board and Committee Members

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

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

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

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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