

AGM 2012



World Autism Day Balloon Release, April 2nd, 2012

Autism Society of Newfoundland and Labrador

ASNL Board of Directors

Mark LaCosta

Tom Jackman

Connie Robertson

Trina Sharpe

Corey Weir

Derrick Hanrahan

Michelle Hounsell

Honorary Board Member

Elaine Dobbins

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Message from the Chair

Welcome to the 2012 ASNL AGM!

Well, it has surely been a challenging yet productive year. We have experienced board and staff turnover that called upon remaining board and staff to renew their focus and efforts on the path forward. A special thank-you must go out to the Board of Directors, Committee members, Our Patron Elaine Dobbin, our volunteers, and our membership for all of your continued hard work and dedication to the work of ASNL.

We have had a busy year and worked hard to address areas needing improvement, from physical improvements that addressed safety issues at the Elaine Dobbin Centre, to tidying up our accounting and administrative practices, to revising core programming offerings; we have made great strides across the province. The securing of our government funding again this fiscal year is a testament to all the hard work, and government's commitment to ASNL continues as we collaborate over recommendations to address necessary systemic changes for the autism community. We continue to work to refine our fundraising portfolio to address issues such as cost to raise a dollar and the declining rate of volunteerism – fortunately we continue to hold our own in this regard.

As a provincial organization we have worked hard to finalize our chapter agreement document that can serve as guidance to the relationship of our regional offices/local chapters in a reciprocal manner with ASNL provincially. We have also worked with our regional staff and regional boards to refine our accounting and administrative practices in order to address issues raised by past audits.

The board committees have worked hard. The Models of Practice Committee, the Education Committee, and the Programs and Services Committee all met this year with the specific purpose of conducting a programs and services review and is now moving this review out to the regions and acting upon many of the recommendations. The Finance Committee worked to streamline accounting practices, and continues to refine methods of reporting to the Board.

ASNL has had another successful year offering programs at the Elaine Dobbin Centre and across the province. As with any organization change is difficult, but when change is made for the right reasons, and is responsive to membership needs and funder expectations we can continue with the faith that we are on the right path.

Thank-you to all those who are running for the 2012-2013 Board of Directors and those who have expressed an interest in any of our committees. A successful board is one that is made of a mix of individuals (parents and professionals) with varying backgrounds that can continue our commitment as active agents in the autism community. We welcome everyone in to join us in doing so!

Thank-you;



Mark LaCosta

Acting Chair, ASNL



Annual General Meeting

2012

Saturday, November 17th,

2012

10:30AM to 12:

30PM

St. John's - Lecture Theater A, Health Sciences Centre **Clarnville** - ASNL Regional Office, 105 Manitoba Drive

Grand Falls Windsor - Central Newfoundland Regional Health Centre, Room 119 **Corner Brook** - Western Memorial Hospital, Video Conference

1. Call to Order for AGM 2012 (5 minutes)
2. Introduction and Welcome (10 minutes)
3. Nominations Committee Report (5 Minutes)
4. Voting for Board of Directors 2012-2013 (15 Minutes)
5. Approval of Minutes of AGM 2011 (10 Minutes)
6. Business Arising from Minutes of AGM 2011 (10 Minutes)
7. Regional Office Reports (15 Minutes)
8. Tiebreaker for Voting for Board of Directors 2012-2013 (if needed) (10 Minutes)
9. Proposed Changes to ASNL Bylaws (20 Minutes)
 - 9.1) Proposed Changes to bylaw #3
 - 9.2) Proposed Changes to bylaw #24
 - 9.3) Proposed Changes to bylaw #17
 - 9.4) Proposed Changes to bylaw #17
 - 9.5) Proposed Changes to bylaw #22
10. Executive Director/Programs Manager Report (15 Minutes)
11. Financial Report (5 Minutes)
12. Announcement; Results of bylaw changes voting (5 Minutes)
13. Announcement of ASNL Board of Directors 2012-2013 (5 Minutes)

Please Note: The first board meeting of the newly elected board of directors to take place after AGM at the Elaine Dobbin Centre for Autism.



Autism Society of Newfoundland & Labrador
Annual General Meeting
June 11, 2011
Minutes

The President Doreen Stryde called the meeting to order and welcomed all attending.

Approval of the Minutes of the 2010 AGM

The minutes of the 2010 Annual General Meeting were circulated for review. The Chair asked whether there were any errors or omissions and finding none asked for a motion of approval. Moved by Nicole O'Brien, seconded by Eldred Barnes. Motion carried.

The Treasurer's Report

Janet stated that the chapters were included in the financial report again this year, and this was the first year that the Western office in Corner Brook had been included. Janet outlined her Treasurer's report using charts and graphs to explain revenue sources and fundraising. She called for questions both on her report and that submitted by the auditors. Barbara Hopkins moved that we accept the Treasurer's Report, Sherry Gambin-Walsh seconded. Motion carried.

Appointment of Auditors

Janet Vardy, Treasurer, moved that the auditors Noseworthy Chapman (as represented by Dorothy Keating, C.A. and David Buckingham, C.A.) be appointed to carry out an audit for the next AGM. Mark LaCosta seconded the motion. Motion carried.

The Executive Director's Report

Trish Williams started by thanking the current board of directors for their contributions, and made special mention of our patron, Elaine Dobbin, for her continued support. She highlighted the successes over the year, thanked the committee that was involved with the government, the Education Awareness committee as well as the fundraising committee. Trish also thanked the staff for their hard work, and everyone in attendance for coming. She asked for questions and stated that if there were further questions, please contact her at the Elaine Dobbin Centre.

The Program Manager's Report

Jason Geary spoke briefly about his work with the Elaine Dobbin Centre and asked for questions.

Motion for Ratification

It was moved by Barbara Hopkins, seconded by Georgina Cook that all lawful actions of the Board of Directors for the year 2011/12 be ratified. Motion carried.

Motion for Changes to the Bylaws

Barbara Hopkins, Chair of the Nominating Committee, outlined the proposed bylaw change. The changes had been circulated to the membership well in advance of the AGM for comment. It was suggested that a clarifying statement be added to give a clear definition of the term “self- advocate”. Barbara Hopkins moved that the bylaw be amended as circulated, with the clarifying statement added. Nicole O’Brien seconded. Motion carried.

Election of Board Members

Barbara Hopkins, Chair of the Nomination Committee welcomed all who put their names forward to serve on the Board of Directors. She made special mention to Eldred Barnes, David Vardy and Doreen Stryde, who were stepping down from the Board of Directors after many long years of hard work and dedication. She noted that for the second year, there were more members seeking to be on the board than there were seats. Barbara clarified the bylaws surrounding nominations and seats on the board. All nominees present were given the opportunity to share two goals for the Autism Society, and what they would do to move those forward. Ballots were circulated and the auditors from Noseworthy Chapman counted the ballots. There was a tie between two members, so a second vote was required between the two. A member brought forth a question surrounding tie-breaker votes, and the auditors referenced and shared the applicable bylaws to clarify quorum policy. The auditors announced the Board of Directors for the 2011/2012 year. They are:

Diane Dawson
Julie Halleran
Ed Knox
Mark LaCosta
Debbie Maddalena
Victor Maddalena
Michelle Perchard
Kent Rowe
Catherine Scott
Trina Sharpe
Derek Sullivan
Janet Vardy
Corey Weir
Tom Jackman (self-advocate seat)

The President welcomed the new Board of Directors and thanked all who had put their names forth.

Motion for Adjournment

The meeting was adjourned on a motion by Eldred Barnes, seconded by Mark LaCosta.

Respectively submitted,
Nicole O’Brien

Financial Report

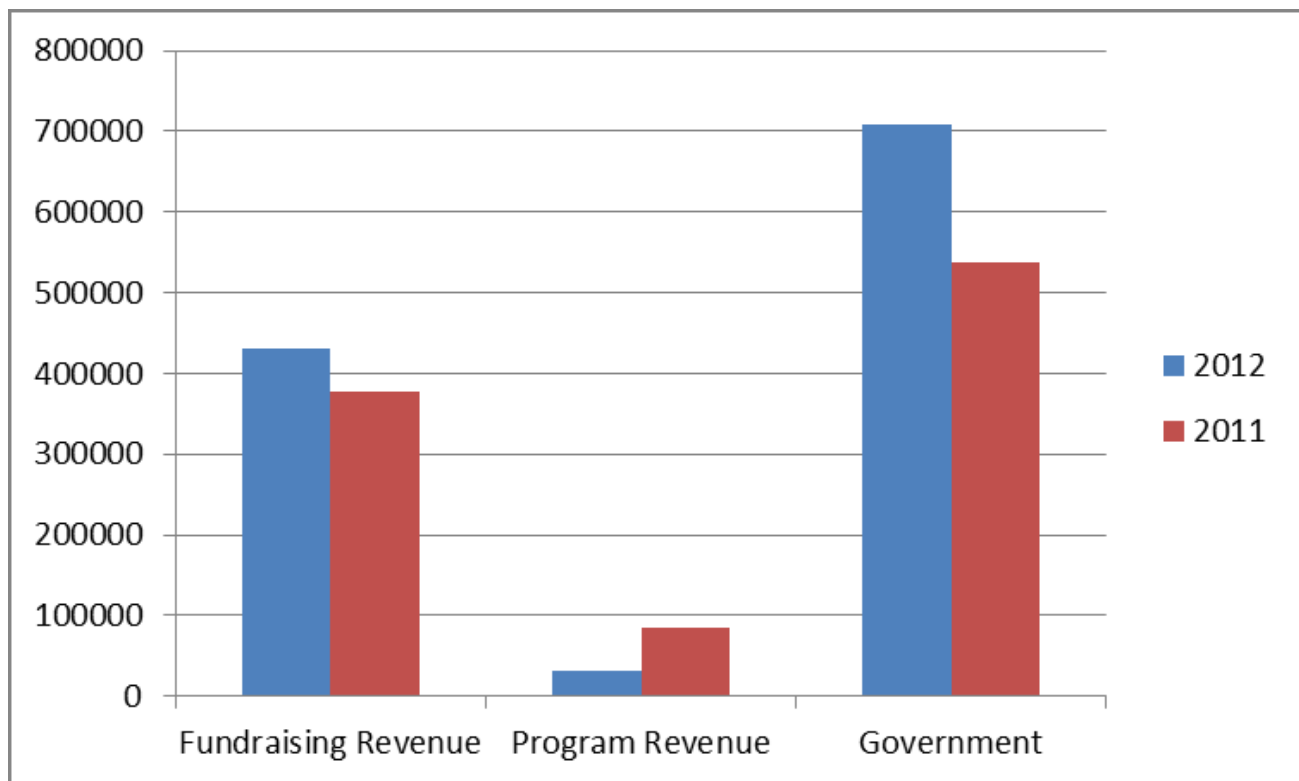
Year Ended March 31, 2012

Inclusion of chapters in accounts: All chapters of ASNL (Eastern, South & Central, and Western) are included in the ASNL financial statements.

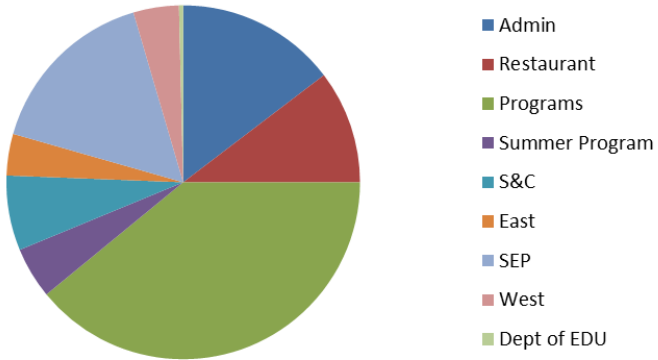
Results for the year: The statements indicate that revenues for the year exceeded expenses by \$78,484. Our operating expenses totaled \$1,284,116 leading to a loss from general operations of \$285,765. This loss was made up by the net income from fundraising of \$347,602

Autism Center Fund: The Autism Centre Fund was formed to build, equip and furnish the Autism Centre at Shamrock Farm. As it is every year, this is an ongoing process and this year was no exception. \$100,000 was withdrawn from GIC's in June of 2011 to pay for our parking lot renovation and additional Autism Centre capital additions, with the remaining \$27,310 being funded by the operating account. The funds themselves garnered \$9,872 of interest during the course of 2012 leaving us with \$424,069 invested in GIC's for the Autism Centre Fund as at March 31, 2012.

Revenue Sources: The following chart illustrates the revenue sources of ASNL for the purpose of providing programs in the last two years. It shows that revenues from government have increased; this also includes monies from government sources which have been deferred from several years that were spent during the fiscal period. It also shows that fundraising revenue increased during the period. Since music therapy is now offered privately in the community it is no longer captured in our revenue stream.

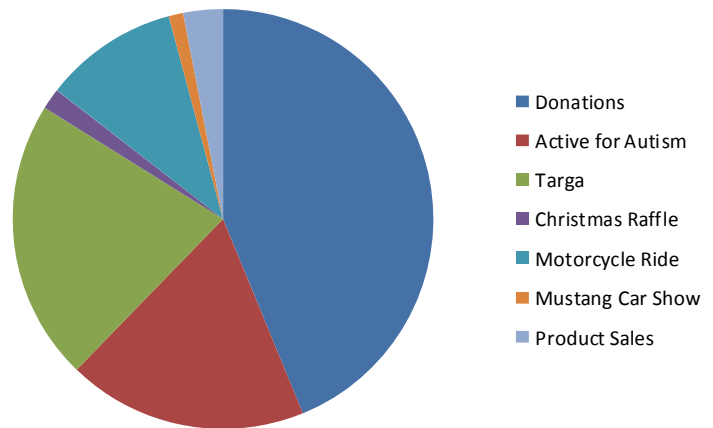


Wages and salaries



	Admin	Restaurant	Programs	Summer Program	S&C	East	SEP	West	Dept of EC
Wages and salaries	106,782.00	75,518.59	284,716.00	34,215.81	49,921.95	27,691.21	116,889.92	30,395.38	2,754.79

Fundraising: Overall net income from fundraising increased from \$276,360 to \$347,602. The following pie chart (right) breaks down the percentage of monies raised from each event.



ASNL's annual Motorcycle Ride for Autism was a great success in 2012. The participants above gathered at the Western Region's leg of the ride in July at our Corner Brook office.

Executive Director Report
ASNL Annual General Meeting
September 22, 2012

It is always busy at the ASNL, and this past year has been no exception! With a dedicated staff team and board we have persevered through our challenges, and continue to improve upon our programs and services and administrative functions to ensure we are meeting our mandate. We have so much that we can report on over the last year, far too much to go into great detail! Please feel free to ask us to elaborate on any of the following;

Hig hli g hts of the Pas t Year

- Refined accounting practices – worked to address recommendations from past audits.
- Increased collaboration with government and community partners.
- Expansion of resource centre / reallocation of space.
- Board of Directors, Regional Board, and Committee Retreat.
- Successfully advocated for and received the expansion of ABA program up through Grade 3
- Successfully advocated for increased funding for SLP/OT waitlist reduction
- Expansion of Social Thinking Program.
- Targa Technical Centres in all regional offices.
- Friend to Friend program provided to all regional offices.
- Shoebox tasks purchased to expand Structured Teaching program to all regional offices.
- Supportive Employment program partnership with Department of Education – contract for participants to compile kits for newborns to school age.
- Revised summer programming to address membership feedback and safety issues.
- “A Common Understanding of Inclusive Education” report submitted to Government through involvement with Executive Director / Chair Network
- Autism Services Working Group
- New website in final stages
- Reinstatement of quarterly newsletter
- Video series (supportive employment & general ASNL promotional videos)
- Ongoing training opportunities
- Connections made with parent support groups in Labrador
- Professional Development Needs Assessment completed. Will serve to form basis of 3 year continued professional development plan for professionals who diagnose or treat persons with autism (funded in part by Autism Speaks grant).
- Resource Development Coordinator position established – work continues on refining our fundraising portfolio
- Receipt of United Way Grant for programming
- Chapter Agreement guidelines
- Programs & Services Review
- NLACL grant awarded for community inclusion event

- Volunteer development – refining ASNL’s approach to engaging volunteers with the organization
- Town hall meetings

Government Relations/ Advocacy

We saw a successful application to our government partners for continued funding for ASNL and secured the same funding as last year, despite the environment of fiscal restraint. We have improved upon our relationship and collaborative efforts with Advanced Education and Skills (formerly HRLE) and continue to evaluate our employment programs to that end. We have met with Minister of Health, Susan Sullivan, on several occasions, and she has come to the centre for a tour and to discuss the challenges facing the autism community. We also met with Minister Jackman to review the challenges in the Education system. ASNL has been integral in engaging both the departments of Health and Education in a collaborative manner with a commitment to continue in this regard. ASNL also continues to respond to requests from MHAs who wish to speak in the house around issues related to autism. Our Education Committee has engaged Barry Fleming, the Citizens Representative, to offer Advocacy sessions to parents and caregivers as well as had Mary Devereaux, Director of Student Support Services at the ESDNL, offer a session on *Navigating the Education System* – both were very well received.

Collaboration

ASNL has worked hard this year to establish and further engage our community and government partners; to that end we have:

- Met with Eastern Health Occupational Therapists to look at collaborating for programming as well as with our lending library.
- Engaged with Eastern Health in an Autism Services Working group to develop comprehensive recommendations.
- Through the use of an Autism Speaks grant we were able to contract Professional Development Conference Services to conduct a needs assessment which will serve as the foundation for a three-year continuing professional development plan for health professionals in our province. This needs assessment was guided by an Advisory Committee on Professional Development which consists of health professionals who diagnose and/or treat children/adults with ASD.
- ASNL also continues to be involved in several advisory groups with the City of St. John’s, College of the North Atlantic, Memorial University, Department of Education Student Support Services, and Executive Director/Chair Network.
- Attended session with Eastern Health regarding navigating the health care system and engaging community partners.
- Heritage Committee with Pippy Park, and Friends of Pippy Park.

Sites/ Facilities

Our physical location received some improvements this year including:

- Trails (safety and accessibility) – walkways to HSC parking lot and rear of building complete.
- Stairs through the front garden for easier access to the upstairs activity centre.
- Rerouting of steps from activity centre for fire safety purposes.

- Smoke detectors installed (building now monitored for fire).
- Safety stops on upstairs windows.
- Repair to emergency lighting/extra lighting installed for safety reasons.
- Complete fire inspection done for first time.
- Woodworking program established in collaboration with supportive employment.
- Reallocation of space/expansion of resource centre.
- Ensuring space is more multifunctional to maximize use.
- Storage Shed built on grounds, and storage unit in Mount Pearl closed (savings on rental and fuel costs).
- Landscaping and garden improvements.
- Flowers sold at a profit.
- Harvesting vegetables and herbs grown for the Pantry and sale.
- Edward Ronayne Memorial Berry Garden replanted.

Some of our major challenges have been due to lack of space. We are at maximum capacity and it forces us to make all spaces multipurpose; this poses challenges in areas of programming that require more space. ASNL is committed to ensuring that we serve as an example to the community as to how successful our supportive employment programming can be, and consequently we ensure that we hire from that program for any suitable positions. Any who have visited the centre this summer can attest to this success through the work of George, Kenny and Mark. The coming year will see us go through an expansion of our vegetable garden, maximize the use of our greenhouse, as well as move forward with exploring additional, much needed space. We have lost our van due to an unsatisfactory inspection which poses challenges as well; we continue to work with a local dealership around securing a donated vehicle. We have established a formal OH&S committee that meets regularly and we have ensured that the requisite number of staff have received the necessary training – we are submitting minutes to WHSCC and as a result have received a **rebate**.

The Pantry Cafe/ Restaurant continues to thrive. The awareness that having the restaurant on site provides is priceless as members of the public often wander into the lobby and resource room where staff are able to answer questions they may have about the society, programming, etc. We continue to rent out space for external groups to meet and enjoy catering from the Pantry, and we are finding an increase in partners accessing our space (ex. Occupational Therapists from the Janeway).

T r a i n i n g

The Education Committee has put much effort into working with the staff team to offer the following training opportunities over the past year;

- Peter Gerhardt August 2011.
- PECS October 2011.
- Peter Vermulen October 2011.
- Hannah Rue October 2011.
- Michelle Garcia Winner November 2011.
- Gary Lavigna April 2012.
- Marcus Thomeer May 2012.
- Stephen Anderson May 2012.
- Barbara Welsford Assistive Technology webinars 2011/2012.

- First Aid
- CPI
- Community Sector Council – CRA guidelines and ethical fundraising.
- Supportive Employment Conference.
- ARMS training (database used by supported employment agencies to track statistics on clients in programming).

Events of the Past Year

It has been an extremely busy year for ASNL, and to provide an all inclusive list would be impossible however what follows is a list of events, fundraisers, conferences, meetings and more that we have either hosted or taken part in.

- Active for Autism Walk
- World Autism Day
- Plant Sales
- Charity Hockey Game
- Regatta Booth
- Great Big Sea Concert
- Targa 2011
- Autism Awareness Merchandise sales/Promise of a Pearl
- Streaming Possibilities Gala (partnership with the Fluvarium)
- Motorcycle Ride for Autism
- Garden Party
- Terra Nova Phantom Fore Golf Tournament
- All Ford Mustangs Car Show
- Town Hall meetings in Central and St. John's
- Montana's Opening
- Family camps across the province
- DF Barnes workplace giving program
- Triware Golf Tournament
- Molson Coors Giver
- Other events and fundraising opportunities

Resource Development

Jennifer Dyke was hired as the Resource Development Coordinator in January 2012 in an effort to refine and expand on our fundraising abilities. This position was established with the purpose of improving the revenue of ASNL by expanding funder composition, broadening the funder base, and implementing formal fundraising efforts. This includes forming and affirming existing ties within the community to build on our funding base. We have worked hard to ensure we are following ethical fundraising principles and that we are responsive to CRA guidelines; this has meant changes in how we handle receipting and some accounting practices. Going forward the board has committed to examine our mix of fundraising initiatives and make decisions as to best fit for ASNL.

Programs & Services

This year has signified a year of progress and improvements for ASNL as we worked to improve on our program offerings and address responsiveness to membership needs. We continue to offer programming across the province and are committed to enhancing these offerings cross functionality.

and across the life span. The Programs & Services Committee was re-initiated and promptly began to work through a programs and services review. Key recommendations from this review included:

Operational recommendations

- Continue to review staffing compliment to ensure fiscal responsibility and accountability to our membership
- Improve responsiveness to membership around hours of program offering (weekend and additional evening slots)
- Review membership need for OT and SLP
- Pursue additional space required for programming
- Continue to offer formal training to staff
- Commit to ongoing review
- Commit to yearly report
- Streamline registration process ensuring open and equitable registration opportunities
- Establish and maintain core provincial programming in a quality manner
- Marketing and communications (website, newsletter, logo)
- Revision of parent package

Programs and Service Specific Recommendations

The review also resulted in specific recommendations for each program area which now serve as our guiding document. Examples of such specific recommendations include:

- Opening up registration to new participants in Structured Teaching;
- Move to accreditation and standards as directly outlined by Division TEACCH;
- Expanding social thinking;
- Proactive community based work to be enhanced for supportive employment as well as a focus on social enterprise opportunities.

Current Program Offerings

ASNL remains focused on offering core programming throughout the province and we continue to engage regional staff to ensure we are addressing issues of quality, responsiveness, and safety. Our Current program offerings include:

- Structured Teaching
- Social Thinking
- Connections
- Supportive Employment Programming
- Employable Thinking*
- Sibling Workshop*
- Augmentative Communication Workshops*
- Adult Leisure Program*
- Therapeutic Recreation Programs
- Regional specific programming
- Summer Programming
- Outreach

**new program offerings*

Social Thinking:

Our Social Thinking program continues to grow and expand. We began to offer Social Thinking to pre-teen ages in the winter of 2012 and this has proven to be of great demand. We also offered a pre-teen Social Thinking group for 5-8 year olds and we are continuing to modify and improve this offering. With two full-time Social Thinking Coordinators, we are now able to offer our members more program times and week-end/evening programming.

Structured Teaching:

Clients in Structured Teaching continue to grow and gain meaningful skills during their time at the centre. The program remained for the most part unchanged until this summer when the need for changes began to take stride. Changes were made for the fall schedule such that each client enrolled in the program had the opportunity for equal program time. This program was open to new participants for the first time since it was developed and we are excited to have two new individuals join Structured Teaching this fall. Structured Teaching will now take a practical life skills focus, with an emphasis on transferring skills learned to both the home and the community. It is an exciting time for both our new and returning clients as we move forward with this program.

Supported Employment:

Overall this past year has been a great success with Supported Employment. We have worked hard at coordinating our participants wage subsidies and time frames within programming to coincide so that current participants end their work with us within the same month – that way, the three new participants we have in training will have an opportunity to take on the roles those past participants are leaving. All Job Coaches are working with their current clients to encourage as much independence as possible. We are developing templates to track prompt levels. With this data we will be able to see how our involvement either assists, or, keeps our clients dependent on us. The goal is to limit physical and gestural prompts by fading them out over time in favor of verbal or symbolic (picture, assistive tech etc) prompts. We are also excited to be offering clients the opportunity to avail of our new Employable Thinking program to help individuals gain the necessary employment skills to transition to the workforce.

Therapeutic Recreation:

In the past year Therapeutic Recreation has offered 12 recreational programs to the membership of ASNL. We have had more than 100 families benefit from these programs in 2012. We have had many individual successes within each program from people learning to swim, bowl and even horseback ride. As side from the personal strides each individual has made recreational programming has also help form strong, long lasting partnerships with the eight facilities we use weekly. We have also developed a partnership with the City of St. John's recreation Department and the City of St. John's R.E.A.L program.

Outreach:

Provincial Outreach Coordination has had a very busy year for 2011 and 2012. Outreach focuses on a number of areas associated with the Autism Society. The primary role is to provide Autism Awareness Sessions. Sessions have been held at schools, community organizations, and various public awareness events. Usually, these sessions take the form of student awareness information sessions, and provide support to families with their child's ISSP.

ASNL has also expanded their resources offered through the Barbara J. Hopkins Library at the Elaine Dobbin Centre and at the Regional Offices. The new Targa Technical Centres have been the responsibility of the Outreach Coordinator, in collaboration with the Resource Development Coordinator and the Regional Coordinators. We currently have 15 iPads and 9 iPods available for lending from the resource libraries. Each device has over 200 Apps installed and ready to use. Each consists of apps for communication, learning, sensory, music, social learning, Social Stories, and schedules.

Another resource that is currently being developed across the province is the expansion of the Parent 2 Parent Network. There are currently two P2P groups at the Elaine Dobbin Centre, and others developing across the province. The Parent 2 Parent network acts as a support group as well as a resource for education and collaboration. These groups will often host a guest speaker to provide sessions to further education and advocacy.

Advocacy is another key focus of ASNL. Advocacy occurs through meetings and partnerships with organizations, other agencies, and government departments to reduce the barriers to obtain services. The Outreach Coordinator currently sits on three advisory boards and several committees and joint ventures in an effort to increase services, as well as to provide input to generate positive changes to programs and services. The Outreach Coordinator also coordinated three advocacy sessions that were widely attended and provided our membership with the tools to become greater advocates for their loved ones.

A committee's work is never done. As well, the Outreach Coordinator sits on a number of committees within the ASNL organization and outside. The Autism Awareness Education committee is responsible for providing membership, staff and those with an interest in autism a means of expanding their personal/professional development. This past year we have been involved in 10 professional development workshops; each with a focus on autism ranging from ABA to adult transitioning. With more planned for this coming year.

Outreach is an important part of the ASNL's activities and takes many forms; from simply meeting new families or individuals on a day to day basis, to liaising with officials and professionals in the community. We hope that next year is as busy and successful as this past year has been!

Programming Staff remain as committed as ever to offering quality programming. We continue to work with Division TEACCH to engage them in further training and review on our path to becoming a TEACCH centre – unfortunately we had a setback as one of the Division TEACCH leaders experienced serious medical issues; we hope to revisit this endeavour this fall. Looking to the future for programming with ASNL, we hope to continue to revise and refresh programming across the province and look to engaging community partners in sharing our success.

Given the exciting year that ASNL has had there may very well be key events/ outcomes that we have failed to share in this report. If anyone would like more information on anything contained in this report or on specific programs and services please do not hesitate to contact your staff team at ASNL.

Here's to moving forward, and a great year ahead!



Alex Collins,
Interim Executive Director



Sandra Garland,
Programs and Services Manager

ASNL Regional Offices

Eastern Region Office, Clarendville

Over all year :

The Eastern Chapter has really had a great year. We have experienced sustained growth in terms of membership, office size and attendance in programs. We have certainly reaped what we've sown in terms of Autism Awareness in the region as shown through the tangible results in the increased number of families accessing programs and services. In addition to these positive outcomes we have seen many newly formed relationships with various levels of government from Mental Health and Addictions, Child Youth and Family Services and our local school board.

Successes :

Because we met our fundraising budget for 2011/2012 we were able to take on a larger programming space. Our new center is nearly renovated and contains two programming rooms, office spaces for two to three staff, storage area, Targa Technical Center, library and resource room and safety kitchen for our life skills program.

Programming has been a tremendous success in many areas this year. We have been able to modify our schedule to follow the provincial example of a semester based program. We have also modified the content of our programs to better suit individuals needs.

Eastern Regions has applied and been approved for funding for a JCP Grant, to assist with program delivery.

We are also in the process of applying for a grant with the Opportunities Fund, which we plan to use for an Events Coordinator position for the region. The sheer amount of fundraising we perform due to the enormous growth over the past year certainly warrants the need for this type of position.

Growth:

Our Chapters goal for the end of the 2012 calendar year is to grow our membership, through our collaborative efforts in raising awareness in our outlying communities.

We have experienced increase in the programming attendance due in part to content enhancement.

Our volunteer database is growing weekly and we are seeing an increased number of new families willing to help.

Programming :

We have moved to a semester based module consistent with ASNL provincial programming. Our programs are curriculum based and incorporate Social Thinking and Structured Teaching frameworks. In the past year we have added Get Active programs to encourage physical activity, Life Skills programs including cooking classes and hygiene, and music group. We have more programs in the development stages.

Memberships:

As with our Provincial Organization, Eastern continues to build upon our membership base and continues to engage both founding members and new families. We are delighted to see the support of these new families as we continue our awareness and fundraising endeavors.

Families and members often comment about how they welcome the enhanced communication within our region, as well as with the Provincial organization and board of directors. The move towards dedicated regional representation on the Board of Directors is also a welcome change in our region.

Thank you to our all our Board members and volunteers, but provincially and in the region, for your endless hours of volunteering for the betterment of all those families affected by Autism.

The Regional Board of directors and membership has also come to value the dedication of our provincial board, as well as the staff teams as they continue to make necessary improvements across the province.

Treshana Gosse,
Eastern Region Coordinator

South and Central Region office, Grand Falls Windsor

We have had an exceedingly busy year here at the South & Central Office. We kicked off this past year with several on and off site programs, including; Tiny Footsteps, Stepping Stones, Social Thinking, Social Striders and Structured Teaching along with Lil' Dippers Swim Program. We were elated to once again have our summer programming in full swing as well. We held our 7th annual Lion Max Simms Memorial Hawaiian Camp attended by over 80 individuals from across the province. This camp was a great success with the help of several volunteers and our summer students, hired through Service Canada and SWASP. We are looking forward to our 8th Annual camp next summer.

We kicked off Autism Awareness Month this past October with our Autism in Autumn Gala which helped generate revenue to maintain the level of programs and services we currently offer. We also held our annual Active for Autism Walk, with additional locations in both Wreckcove and Harbour Breton!

We hired an additional support staff, Travis Walsh, a local individual with Asperger's Syndrome, through the Exploits Community Employment Corporation.

We were excited to open our Targa Technical Center this past April, on World Autism Awareness Day. With the Targa Technical Center we are now able to offer support in assistive technology through lending out iDevices and offering webinars and one to one time to individuals and families affected by ASD.

There have been several changes with ASNL over the past year, open partnership with The Elaine Dobbin Center for Autism, including joint training and education development for all staff members, and actively working with the Elaine Dobbin Centre to streamline our administration practices. We are looking forward to working closely with all the regions in developing a stronger ASNL!

We have held several events over the past year to both raise awareness of Autism throughout the community and to raise money to enable us to continue to offer on and off site programs and services in the future. This past year saw considerable efforts on the part of fundraising. We strived to have a fundraising or awareness event each month. Past events include:

- World Autism Awareness Day – Opening of Targa Technical Center
- Autism Awareness Month – Mall Awareness Day
- Active for Autism Walk
- Disability Awareness Week Parade
- Family Christmas Party
- Trivia Night
- Motorcycle Ride for Autism
- Autism in Autumn Gala
- Parent 2 Parent Network Nights with several guest speakers

- Easter Photo Fundraiser
- Autism Sunday Events
- Hawaiian Summer Camp
- Appearances on First Local, CBC and NTV
- Autism Information Sessions
- Autism Awareness Merchandise Sale
- Kids Have Fun in the Summer Sun Family Day
- Friend 2 Friend Program to several schools

The office received a number of sizeable donations in the past year:

- Teck Duck Pond Mind
- Riverview Motors
- Tim Hortons
- Windsor Pharmacy
- EWA Construction
- Grant Thorton

We wish to thank all donors for their generosity. We now look forward to another year of growth and development of the programs and services we offer. We would like to thank our regional board and all volunteers and staff for all their hard work over the past year!!

Kimberly Anne-McDonald

South and Central Region Coordinator

Western Region Office, Corner Brook

The Western Region held its first AGM in Sept 2011 and has made great strides since then. We held a fantastic Christmas Party at Saltos Gymnastic club and forged a partnership that has seen the start of a Gymnastics program for families with Autism in the Area. Over the course of the winter a new Preschool Social group was formed and has grown steadily. This is a parent and tot group that meets once per week in Corner Brook. We are looking at expanding this group in the fall to outlying areas of the region. In April we held our first Blue Light Night for Autism, Many friends and families bought and shone blue lights raising awareness for Autism in the region. The summer saw three students complement the office and with these subsequent employees we were able to offer summer programming, a preschool group and a twice per week pre-teen group. We also were able to offer drop in services for several families. We had our second annual Killdevil Summer Camp and it was wonderful again this year. We had many new families join us, and we have even greater ideas for next year. We are starting our fall season with great hopes and expectations, we have made contact with Cache Rapids Stables and are hoping to soon offer an equestrian program. As well, we plan to start a music therapy program. We are going to offer a Tuesday Afternoon Social thinking group for pre-teen (9-13) and a Connections Social Group for adults.

Also of note, three families in Western region benefitted from President's Choice Children's Charities; each family was given a grant to build a safety fence around their properties. As well, another Family was the recipient of the Lion's Club Autism Service Dog, of which there are only a few in this province. On Aug 27th we welcomed the Bikers For Autism to our center, and had some national publicity around their activities here in Corner Brook. These events are a sure sign awareness is happening in our area. We look forward to a great year for 2012-2013!

Kelli Lannon,

Western Region Coordinator

Proposed bylaw changes

The following changes to the ASNL by laws have been proposed by the ASNL Board of Directors and ASNL Members

Change to bylaw #3

Current bylaw: Membership shall be open to anyone who is interested in furthering the aims of the Society.

Proposed Change: Membership shall be open to anyone interested in furthering the aims of the society. Membership can be revoked if it is deemed by the board that a member has caused or attempted to cause exceptional harm to the society. An individual who has had their membership revoke cannot apply for membership for 5 years.

Change to bylaw #24

Current bylaw: Meeting of the Board of Directors shall be held at such time and place as the Directors shall determine.

Proposed Change: Meeting of the Board of Directors shall be held at such time and place as the Directors shall determine. Regular monthly Board of Directors meeting shall be open to the membership, as observers, with the agenda available to the membership at least one week in advance of the meeting.

Change to bylaw #17

Current By-Law: Directors are elected at the Annual General Meeting. The term of office will continue until the adjournment of the next Annual General meeting.

Proposed Change: Directors are elected at the Annual General Meeting. The term of office will continue until the adjournment of the next Annual General meeting. The board can confer any persons who have made an outstanding contribution to the society the title of honorary board member. Any person given the title of honorary board member may attend board meetings as an observer only with no voting rights.

Proposed bylaw changes (continued)

Change to bylaw #17

Current bylaw: Directors are elected at the Annual General Meeting. The term of office will continue until the adjournment of the next Annual General Meeting.

Proposed Change: Directors are elected at the Annual General Meeting. The term of office will be three years with a 1/3 turnover each year. This will allow for continuity within the organization. The first changeover will be selected by a draw from the elected board members where they will be allocated terms of 1 year, two years or three years. Terms will continue until the adjournment of the Annual General Meeting in the year their term is up.

Change to bylaw #22

Current bylaw: The Officers of the Society shall be elected at first meeting of the Board of Directors following the Annual General Meeting. Elected Officers shall hold office until the adjournment of the next Annual General Meeting.

Proposed Change: The officers of the Society shall be elected at the first meeting of the Board of Directors following the Annual General Meeting in the year that their term is up.

List of Candidates for ASNL Board of Directors 2012 - 2013

Nominations for Directors at Large

Ri ck A ud as

Rick Audas, PhD is an Associate Professor in Community Health and Humanities, within the Faculty of Medicine at Memorial University. Rick is interested in ASD from both a personal and professional prospective and is concerned with the lack of coordination in the care of children and youth and adults with ASD. To this end, Rick has recently led an application with colleagues from across Atlantic Canada for a significant Canadian Institute for Health Research grant to examine how a variety of mental health conditions that affect children, including ASD, are managed across a range of service providers. Rick believes that the ASNL plays an important role in providing support for families coping with ASD as well as serving in an advocacy role to lobby for more resources for treatment and better coordination of service provision.

Rick is married (Moirá Finn) and has three children (Sam, age 12; Elizabeth, age 10; and Ian, age 7). In the past he has volunteered with Rennie's River School, Scouts Canada and City of St. John's Soccer. He is also actively involved with the Feildians Athletic Association as a soccer coach and organizer. Rick and his family have resided in St. John's since 2003.

Joh n Barr y

My name is John Barry, although everyone calls me J. During the day, I work at College of the North Atlantic in St. John's, where I am the Instructional Coordinator for Applied Arts programs; I also teach in the Graphic Design program. I have a wonderful son (9) and other adult family members on the autism spectrum, and in my job I work closely with our Accessibility Services area to support learners with challenges (which includes those on the autism spectrum). Trained as a visual artist/designer (I hold a BFA from York University in Toronto and an MFA from Concordia University in Montréal), I still work as an artist, and try to bring creativity, a collaborative spirit and an open mind to every aspect of my work and life. I live in St. Michael's, a small community on the beautiful Southern Shore, along with my wife Stephanie (a textiles artist), my son Aidan, my sister-in-law Carrie-Lynn, a dog and some cats.

I am interested in being on the Board of Directors of the Autism Society of Newfoundland and Labrador because I feel I can contribute to the organization, and frankly, I would like to help those on the spectrum, their families and the community in any way I can. My specific area of expertise is in design, marketing and communications. I have experience working on boards (mostly in the cultural sector) where I have held a variety of positions over the past thirty years. My approach to boards is simple: to work as effectively as I can with others, in a spirit of openness and engagement, and try to achieve something wonderful that benefits as many people as possible. The Autism Society of Newfoundland and Labrador is an amazing organization, full of dedicated, passionate people, both volunteers and staff, who have collectively achieved so much already. I would love to do what I can to help it move forward into a bright and inclusive future.

A l i d a Bouw man

I am an Occupational Therapist who has been practicing for 28 years. I graduated from McGill in 1984 and worked for 4 years at Giant Steps in Montreal. Giant Steps is a therapeutic School program for children with Autism. I have worked with children with autism in Child Development, Learning and Behaviour and Psychiatry at the Janeway.

I have attended many educational events on Autism including ones given by Temple Grandin, and Peter Vermuelen and on topics which included Sensory processing, Dyspraxia, and Communication. One of my closest friends who passed away 5 years ago had Asperger's. I have a special interest in the Healings Arts, Spirituality and Energy Medicine as a modality for helping people with Autism process their emotions and make social connections as well as using occupations to find fulfillment. I wish to serve on the board to help build programs, educate the public and advocate for services.

Michael Byrne

My name is Michael Byrne. I live in Happy Valley-Goose Bay, Labrador and would like to be considered for a position of the Board of Directors with ASNL for the upcoming year.

I attended university at Memorial University of Newfoundland. While attending MUN I was internal director with LBGT for 1 year, and have worked with the public interest research group at Simon Frasier University in 2002. I currently work with Canada Post and Personnel Support Program with 5 Wing Goose Bay.

I believe I would be a valuable addition to the Board of ASNL. My youngest son has been diagnosed with autism and my middle child has recently been diagnosed with PDD-NOS. During the summer of 2011 I was co-founder of the Parent Support Group here in Goose Bay. I am also a founding member of the Labrador Autism Spectrum Resource Centre committee which is dedicated to the development and implementation of programs and services in the Labrador region. My knowledge of the people and services available in Labrador would make me an ideal candidate to represent this area of the province. I would be a dedicated board member and have the experience, background and knowledge necessary to help make informed decisions as part of a group.

Thank you in advance for your consideration,
Michael Byrne

Michael Crewe

My name is Michael Crewe and I would like at this time to run for the Board of Directors of the Autism Society Newfoundland and Labrador. I am a parent of 2 autistic children, Aaron and Hannah, and I am aware of the challenges that children and parents face every day with Autism. I have a degree in Bachelor of Business Administration at Memorial University and currently manage a staff of 3 one-on-one workers. I feel that my background will be a definite asset for this position.

If I obtain a position on the Board of Directors I will be advocating for people who have autism and their families. I believe that people with autism of all ages should have equal representation and should all benefit from the services available at the Autism Society Newfoundland and Labrador. A lot of improvements have been made in the past and I feel that more improvements can be made that will add to the previous successes of the ASNL.

Thank-you,
Michael Crewe

Tina Crew e

I would like to put forward my name for the Board of directors for the Autism Society of Newfoundland and Labrador. My husband and I have two beautiful children who both have Autism. Aaron is 13 and Hannah is 10. I understand first-hand the day to day challenges of dealing with Autism, and how difficult it can be for families.

If I am selected as a board member of for the Autism Society of Newfoundland and Labrador, my mission will be to advocate for individuals with Autism and to support families who need help. We also need to ensure that the co-ordination of services of various agencies and professions such as the Department of Education, Health and Community services, to support individuals with Autism with their families. Educating these professionals will also be helpful, as the more they learn, the more they will support us.

My children have received services from the Autism Society through the years, and at this point I feel that I would like to add my input to help make the Autism Society stronger and provide more services and to grow.

Angel a Decker

I am interested in putting my name forward as a candidate for the Board of Directors of the ASNL in the Corner Brook Region. I am a registered member of the ASNL. I am the grand- mother of an autistic grand- son and since his diagnosis I have become a great advocate for the Autism Society in NL.

I have come to understand the many issues surrounding autism and I have made it a priority to continue that understanding. I have a dedicated commitment to the ASNL's Mission, Vision, programs, and services. My partner & I have participated in the ABA program for families. I have sought out and participated in work-shops in Autism while on vacation in Las Vegas and at home. I am the Chair of the Rocky Harbour Library Board and our Board hosted a talk on Autism in 2011.

I actively participate in the Annual Walk for Autism and I always promote Autism Awareness Month through my other volunteer roles that include:

- Chair of the Rocky Harbour Regional Women's Committee.
- I hold the position of Director of Women in NL with the PSAC, Atlantic.
- I also hold the RVP (Regional Vice President) position with my Union.
- I am the chair of the Newfoundland and Labrador Federation of Labour Women's Committee.

I am no stranger to being a committed volunteer. I am a Federal Public Servant and I work seasonally as an Heritage Guide with Parks Canada in Gorgeous Gros Morne National Park.

I am a single mother to one son, who is now 22. As I learn more about Autism, I believe my son has strong tendencies to the autism spectrum. I plan to be involved for the long term. I believe I can be a great asset to this Board and its operations. I thank you for your consideration.

Respectively,
Angela Decker

Tamar a Downey

My interest in being an advocate for autism started on December 14th 2005 – D Day – the day my son Ryan was diagnosed with ASD. As a mom and nurse I always knew Ryan was different but it took several doctor visits before a Pediatrician in New Brunswick, Dr. Messenger, finally spoke those words “your son is autistic.” I was both relieved and devastated. Once the shock had lessened it was time to explore the best options available for him. This is when I discovered Autism Society New Brunswick and became involved first as secretary and then as president. During my involvement with ASNB I learned a great deal about ASD from various specialists in the field. We met regularly with government officials to advocate for the needs of individuals with ASD. ASNB also provided support for families and individuals with ASD, arranged various seminars and programs for individuals with ASD, their families and professionals. We also worked closely with The Stan Cassidy Center Autism Team to identify needs and issues around the province.

Also during my time in New Brunswick I along with other parents organized and started an Autism resource centre in Fredericton to provide a place for children and families dealing with ASD to go to obtain information, direction and support. Autism Connections Fredericton has grown over the years and is an indispensable resource for the Fredericton area.

I returned home to Newfoundland in 2011 to be closer to family and friends. We have attended events hosted by ASNL Corner Brook chapter and I am now ready to become more involved in Autism Advocacy again. I look forward to working with ASNL members and would like to be considered for serving on the provincial board.

Rebecca Furlong

My fellow members of the Autism community, my name is Rebecca Furlong and although I am a new member of the Autism Society, I am not new to Autism or the many issues surrounding it! I have my own personal history with Asperger's Syndrome, but I also have a professional history (of over ten years) of meeting and working with individuals from various areas of the Autism Spectrum--ranging from mild to severe--while I was working for the Autism Society's summer program, as a Home Therapist for the province's Applied Behavioral Analysis (ABA) program, and as a teacher.

Both personally and professionally, I have always done whatever I could to support individuals with Autism because I can relate to many of the challenges they face after having faced them myself, and it's because of this understanding that I know how many changes still need to be made in our society for individuals with Autism to really have all of the supports that we need in our society. I went into Special Education because I wanted to make a difference in the lives of individuals with Autism and because I honestly believed that I could. I'm now running for the Autism Society's Board of Directors for the exact same reason and I hope you'll consider voting for me. Thank you.

Lorna Gilbert

I come to the ASNL Board with many years' experience working with individuals with ASD and their families (as a Special Services Teacher and Nurse). My educational background includes Bachelors in Nursing, Education and Special Education; a Master of Education; the course work completed for a Master of

Counseling Psychology; and Graduate Certificate - Autism Spectrum Disorders.

I have been involved with many community groups and organizations as a dedicated volunteer. Currently I serve on the Board of Directors of ILRC-St John's, Mount Pearl and Eastern Division Library Boards, and the fundraising committee at ASNL. I am a member of the Coalition for Persons with Disabilities –NL and volunteer with NLACL.

I am intimately aware of the issues that confront individuals with ASD and their families. In my professional roles, I have advocated for individual, lifelong, and community-based supports and services. I have continued this through my volunteer work and in my personal life. I share the vision of an inclusive society where individuals with ASD and their families are respected, with services/supports based on individualized differences, needs and preferences. I believe that working with the ASNL Board of Directors, I can assist in bringing this vision to fruition.

Derrick Hanrahan

My name is Derrick Hanrahan. I am the father of a 7 year old boy diagnosed on the Autism Spectrum. I am writing this letter to be nominated to serve on the Board of Directors for the Autism Society of Newfoundland and Labrador.

Our son Tristan was diagnosed on the spectrum at the age of two and a half. Since that time my wife and I have been very active in promoting autism awareness. In September of 2008 we started a parent support group for the Burin Peninsula. We currently have a lending library and a Targa Technical Center at our home. We have several social functions throughout the year. We also have families that attend the Lion Max Simms Memorial Camp with the Eastern Region office.

I feel that the board could benefit from my experience as a parent and willingness to work with others for a common goal to benefit our children and young adults living with ASD. I have a good relationship with our local member of Parliament which at present is the Honorable Clyde Jackman, Minister of Education.

I am involved in other community groups including the Knights of Columbus, the school council at Sacred Heart Academy, and member of the Royal Canadian Legion.

Thank you for considering my nomination to be a member of the ASNL board.

Yours sincerely,

Derrick Hanrahan

Mar k LaCo st a

My name is Mark LaCosta and I am putting my name forward for nomination to the ASNL board of directors.

I am married to Beverley, and we have two boys; Gregory (14) and Nicholas (10). Nicholas was diagnosed with autism at the age of three by Dr. Dolores Doherty.

He is currently in grade 4, and enjoys school very much. He struggles with tasks like writing, and comprehension issues like personal safety.

Nicholas has had the same teacher support structure since kindergarten, and has had many successes, but we continue to support him in many ways. As a board, we need to help to keep these supports in place for him, the others that are with him, and those who follow him.

For the past seven years I have been involved with the autism cause. I have been president of the local support group for three years, and president of the local chapter since it was opened in February 2011. I, along with the local board of directors, are very dedicated into informing parents on what is available in regards to resources and programs to support families affected by autism. I am committed to ensuring that as we grow in our region, we try to make one and all know what autism is and that the individuals affected by autism are respected.

I have served as a director for the last three years on the board of ASNL and have enjoyed the successes we have had. There are many challenges ahead and with a dedicated group of individuals we can accomplish much more.

In the past I have also served as Grand Knight of the Knights of Columbus in Corner Brook (240 members) and as well served four years on the board of directors of Columbus Club, where I served as director and board secretary until the club was sold in 2007.

I feel my past experience would be an asset to any board. I am dedicated to the autism cause and want to see the best for all families and individuals affected by autism. I respectfully ask for your support on September 22nd, as a candidate for director at large.

Thank you

Mark LaCosta

T ammy Loc kyer

My name is Tammy Lockyer and I would like put my name forward to run for the Autism Society of Newfoundland and Labrador's Board of Directors.

I am the proud mom of a 15 year old daughter who has Autism. I completed my eight week Office Administration Diploma work term at the Autism Society Newfoundland and Labrador in 2009. I have previous experience in Early Childhood Education, as a daycare worker, a one-on-one worker and a respite worker with children and adolescents with special needs. I understand the needs of people with Autism and other special needs of various ages. I have a desire to help the Autism Society and feel that I can make a significant contribution to this organization.

As a current stay at home mom I have the time to commit to a position on the board of directors. I believe in advocating for people with autism of all ages and assisting parents of children that have recently been diagnosed with autism.

Joe McKenna

I am interested in putting myself forward for a position on the board of the Autism Society of Newfoundland and Labrador. My reason for doing this is I have a direct connection with Autism as my wonderful 7 year old nephew is autistic and I feel I can bring value to this worthwhile organization by donating my time and professional experience.

I am an Irish and Canadian Chartered Accountant with over 12 years of experience with publically listed companies, private companies and in the not for profit sector in both Ireland and Canada. I have worked in public practice most of my career, starting with a medium sized Dublin based practice before spending 7 years with Deloitte (spilt evenly between Ireland and Canada). The last 16 months have been spent working with a Newfoundland based mining company. I have extensive experience with both the governance and financial aspects of organizations

I recently completed a three year term as Treasurer of the Canadian Cancer Society NL during which time significant stability was brought to the financial position of the organization, a clearly defined reporting and planning structure was successfully implemented during this time with ensured the board, management and staff all shared the same clear vision.

I am married to a wonderful Newfoundland woman and the proud father of two young children.

David Palmer

To start, I am originally from a small town in Southeastern Ontario. I have lived in communities of various sizes in three different provinces, yet I have established roots in St. John's, Newfoundland, for lifestyle and family. I have worked primarily in social services and small non-profits in front-line and management positions; this experience is complemented with work in finance, and as a summer business owner in my early 20s. Regarding education, I hold a Bachelor's degree in Science, and a Master's degree in Social Work, with a primary focus in organizational and community work. I am currently employed as the Community Services Coordinator at St. John Ambulance – NL Council.

I hold personal and professional interests in joining the board at the Autism Society. I have a family member diagnosed with Asperger's syndrome, and I have learned much in my life about the condition through this

experience, and the corresponding research I have done. My professional interest is to become involved with a local group, to use my skills and available free time, and to build relationships with other board members, and with the staff and volunteers at the Autism Society. While I know only what is widely published about the Autism Society, I can offer quick learning, comparable experiences, and dedication to the mission and vision.

L i n d a P e n n e y

Hello, my name is Linda Penney. I have been an active member, and volunteer since the opening of the Elaine Dobbin Centre for Autism! I have served on the board of directors for many years, and I am presently on the education and fundraising committies! I have been very busy spreading autism awareness to schools in and around the St. John's areas! Using a program called Friend 2 Friend!

This program is offered to families, and schools AND community programs where autism awareness is needed! This program also demonstrates a understanding of individual differences, needs and acceptance, especially with our school age children, where issues surrounding bullying is indenified. I've used this in my daughters grade 2 class, and found this be very affected!! I also serve as a Parent Representative on school council for Mt. Pearl intermedite school! My PASSION and VISION is to help promote the awareness of AUTISM!!

PLEASE CONSIDER ME FOR THE UP-COMING 2012-13 BOARD OF DIRECTORS!!

M i c h e l l e P e r c h a r d

Please accept this as my official submission to volunteer with the Board of Directors with the Autism Society of Newfoundland and Labrador.

I have been involved with the Autism Society and its Education Committee for close to six years. I have volunteered at many events and activities and have built strong relationships with the families.

I have sat as secretary in the 2011/2012 year and I have shown my dedication to our Autism community and have stood by this organization through a period of great change and difficult decision making.

I am currently a student of a Child Youth Care with Addictions program and I am most certain that when I graduate I will encounter many children who are in care of the system who have Autism. I do plan on using my education and my personal experience to advocate for better services for all children and adults who live with ASD.

Autism has taught me many things. Autism has shaped me into who I am today. ASD does have its great challenges and struggles and I would never undermine that, however I also view it as a precious gift.

Thank you,
Michelle Perchard

Fer ei d oo n Shah id i

I am Fereidoon (Fred) Shahidi, the father of a 29 year old autistic man and 26 years member of ASNL. My interest in ASNL is obvious, but is mostly to ensure support and advocacy for all autistic individuals with emphasis on out-of-school adults that have nowhere else to go. I have served unofficially in different activities of ASNL in the past, both in the distant and near past and have played a role in activities leading to the establishment of the Centre. My experience with not-for-profit societies has been mostly within scientific organizations related to my profession as a faculty member at MUN and as a principal founder of several organizations.

Gl ori a Spar kes

Please accept this as my official submission for the nomination by the membership to the board of directors of the Autism Society NL. I have been a member since 2000. In that same year I filed a Human Rights complaint against the government in regards to the wait list for ABA. The case was won and the government at the time appealed the decision and the case went on to the Supreme Court of NL, Trial Division. It was won again and after a 4 year battle the result was that a child who got a diagnosis of autism had to start their ABA Therapy within 30 days. I have been a member of the Education Committee for a number of years. I am very committed to advocating for all people with autism and their families. I have been working with people with disabilities for almost 24 years and I also have a 74 year old uncle with a disability whose care I am responsible for. I feel that I have a good understanding of the issues. I have also been very involved with the planning of many autism conferences that were held here. The largest being the 2009 conference in which Temple Grandin and her mother were here and had over 500 people in attendance.

Thanking you for consideration of my nomination.
Gloria Sparkes

No mi n ati on s f or W est ern Regi on Rep

K ar en Fl ynn

Karen Flynn is a Physiotherapist, autism advocate and mother to Ethan who was diagnosed with autism at the age of 3. Karen began her career in 1990 as a Physiotherapist at Western Memorial Regional Hospital, working closely with the Janeway outreach therapists to provide services to special needs children that became hospitalized. Since 1997 she has been the Physiotherapy Regional Clinical Leader for Western Health, gaining vast experience in dealing with the challenges of providing services to a large geographical area with limited resources. Karen has extensive experience in teamwork and program planning having sat on a number of boards and committees (organizational, union and provincial) serving in the capacity of both board member and Chairperson.

Having experienced first-hand the lack of appropriate resources to provide timely diagnosis and services, she has been a strong advocate for improving services for families affected by Autism. Providing her name as a contact for local families of newly diagnosed children Karen has spoken with many parents as they navigate the emotional aftermath of the autism diagnosis. She was a member of the former Action for Autism group and ASNL most recently as the Vice-President of the Western Chapter of ASNL.

No mi n ati on s f or South an d Centr al Regi on Rep

El i zabeth Bar low

Dear Nominating Committee,

I am submitting myself as a candidate for a board member position as the South and Central ASNL Representative. I have an eleven year old son Named Thomas who is on the Spectrum.

I have been attending various seminars and workshops sponsored by the South and Central and Provincial ASNL since Thomas was diagnosed in 2005. We participated in camps and some fund raisers as well. I have attended the last two Geneva Centers Autism Symposiums as well.

I work closely with Thomas' school in increasing inclusion in the classroom and on searching our resources, problem solving, and increasing awareness for kids with Autism. I truly believe that inclusive education can and does work, but the resources must be there and students need to be properly supported. I believe there is a misunderstanding in the education community as to what constitutes appropriate supports for kids with autism and would like to work to change that. I have participated in past round tables held by the Dept. of Education on autism. While have a great school with lots of support in Bay D'Esprit, I do understand that the approach there is not taken across the province. I would like to see that change. Please consider me as a future member of the board. Thank you.

Sincerely,

Elizabeth Barlow

No mi n ati on f or Easter n Regi on Rep

Co n n i e Rob er t s on

I am the proud mother of an extraordinary 8 year old boy, Marcus. He was diagnosed at 3 and a half with autism, and I have been a member of ASNL since shortly after that. I have served as the president of the Eastern chapter for the past 2 years. During that time our chapter has seen tremendous growth, expansion of space and programs. I am a member on the provincial board by appointment for almost a year. I am actively involved in my son's school as a member of the School Council and a member of the Steering Committee for Parents of Kids with Exceptionalities.

I am also a member of the Canadian Diabetes Association, Clarendville Area SPCA, and several other animal conservation groups and I work as a Bookkeeping/Accounting Clerk.

Before becoming a board member, I had no idea of the sheer amount of work that happens behind the scenes but throughout this past year I have gained a greater understanding about our provincial society. I am proud to have been part of the board that has worked tirelessly together to see real change and forward motion in our entire autism community. Like our children, whether young or old, we are all different but share a unique bond and when we work together we can make the most difference. This is why I would like to be considered for the board of directors of ASNL.

No mi n ati on for Sel f A d voc ate Posi ti on

Tom Jackman

I currently hold the self-advocate seat on the ASNL Board of Directors as an adult on the autism spectrum, living with Asperger Syndrome. I also chair the Autism Society of Canada Advisory Committee for Adults on the Spectrum, and serve as Director-at-Large on the Board of Directors of the Autism Society of Canada.

I have an interest in the field of Autism and Asperger, and like to educate the people about Asperger Syndrome.

In October 2011, I attended the “A Different Way of Thinking” conference hosted by Asperger Manitoba in Winnipeg. I had the opening speech at this conference which featured the world renowned expert on Asperger Syndrome, Tony Attwood. I have been asked to return to this conference in October 2013.

In February 2012, I participated in “On the Job – conference on Vocational Opportunities for persons with Autism Spectrum” at University of Toronto. I took part in a featured discussion panel in front of the audience. I also took part in a film production in Adults and Autism, which led to the film company visiting NL in September 2012, to do some more filming on me, and the Autism Society of NL.

In May 2012, I attended the IMFAR (International Meeting for Autism Research) Conference. in Toronto. I spoke to open the IMFAR pre-conference at the Toronto Board of Trade Building.

In October 2012, I was accepted to present as part of Roundtable Discussion Tables at the Geneva Centre for Autism Conference in Toronto, but due to lack of funding, was unable to attend. In 2013, I hope to attend conferences in Calgary, and Winnipeg.

In February 2012, I got a construction curling bonspiel that I played in, to donate the proceeds of their ticket draw on a print to ASNL. At the Targa NL Gala, in September I auctioned my racing tie on stage in live auction, and got \$2000 for ASNL from it, double the price from last year. I like to help with many ASNL community fundraising initiatives.

I am very involved in groups and activities which help ASNL. I am a week long Targa NL volunteer, doing stage operations and timing during race week. I also help to gather the auction items for the ASNL/Targa Auction at the Targa NL closing Gala. I also have some involvement with the Racing 4 Autism competitor teams.

I help set up running races for Athletics Northeast throughout the year, as Athletics Northeast helps with our Autism Walk.

I also volunteer with Rogers TV, on St. John’s Ice Caps Hockey, doing camera work.

This results in having great community representation at ASNL events such as the Christmas Raffle, where groups from Targa NL and Rogers TV both helped out last year.

I look forward to serving you on the ASNL Board of Directors for 2012-2013.

Thank you for your consideration,

Tom Jackman

Your ASNL staff team:

Elaine Dobbin Centre for Autism - 70 Clinch Crescent St. John's

Alex Collins – Interim Executive Director/Accounting Coordinator

Sandra Garland – Programs & Services Manager

Tom Taylor – Property Coordinator

Kenny Mathews – Custodian

George Hooper – Farm assistant

Mark Hounsell - Pantry Assistant

Adam Chafe – Executive Assistant

Chris Dedde – Outreach Coordinator

Wayne White – Chef

Roxanne Hogan - Pantry Assistant

Leslie Kavanagh – Server

Jesse Canning – Server

Kendra Thornhill – Structured Teaching Coordinator

Sarah White – Structured Teaching Coordinator

Jeanette Humphries - Therapeutic Recreation Coordinator

Laurel Drodge – Programs Assistant

Megan Keough – Supportive Employment Coordinator

John Parker – Job Trainer

AJ Barker – Job coach

Jeff Van de Kamp – Job Trainer

Gina Hounsell – Job Coach

Samantha Hennebury – Social Thinking Coordinator

Dayna Vey - Social Thinking Coordinator

Julia Von Rhedey - Social Thinking Coordinator

Martha Muzychka – Research Consultant

Lucas Landgon - Intern

South & Central

7 High Street, Grand Falls Windsor

Kim McDonald - Regional Coordinator

Stephanie Caravan – Office Assistant

Carolyn Thorne - Office Assistant

Travis Walsh—Office Assistant

Eastern Region Office

105 Manitoba Drive, Clarendville

Treshana Gosse- Regional Coordinator

Rebecca Blundon - Events Coordinator

Rochelle Oldford - Programing Assistant

Western Region Office

40 Main Street, Corner Brook

Kelli Lannon - Regional Coordinator



■ LOCATION: 70 Clinch Crescent
(behind the Health Sciences Centre)

■ HOURS: Monday - Friday 11am - 4pm

■ RESERVATIONS: 722-8200



Executive Chef, WAYNE WHITE

Catering services & room rental available for meetings,
wedding receptions, etc.

For more information, call 722-8200

All proceeds in support of:

