



Annual Performance Report 2014 - 2015

A Year of Impact

Autism Society
Newfoundland & Labrador





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Message from the Executive Director

Autism Society, Newfoundland Labrador (ASNL), expanded its already broad range of services, programming, employment, supports and outreach throughout 2014 – 2015 to the many in our community who traditionally rely on our support, but also to new clients and families. The increased focus on program options for pre-school and school aged children, and a prioritization of efforts around increasing employment opportunities for persons with autism saw readjustments in human resources and access to foundation grant funding to achieve desired goals. The provincial government maintained its core funding at the same level as the previous two years. We are proud of our accomplishments with such limited funding support. The success continued: we celebrated as program participants developed new skills and improved their quality of life; we revised and expanded programs; we finalized and fully implemented the new Outreach Service Delivery Model in our four regions. The autism community, and those who provide services to it, have greater access to ASNL than ever before. Some stories are presented in the following pages.

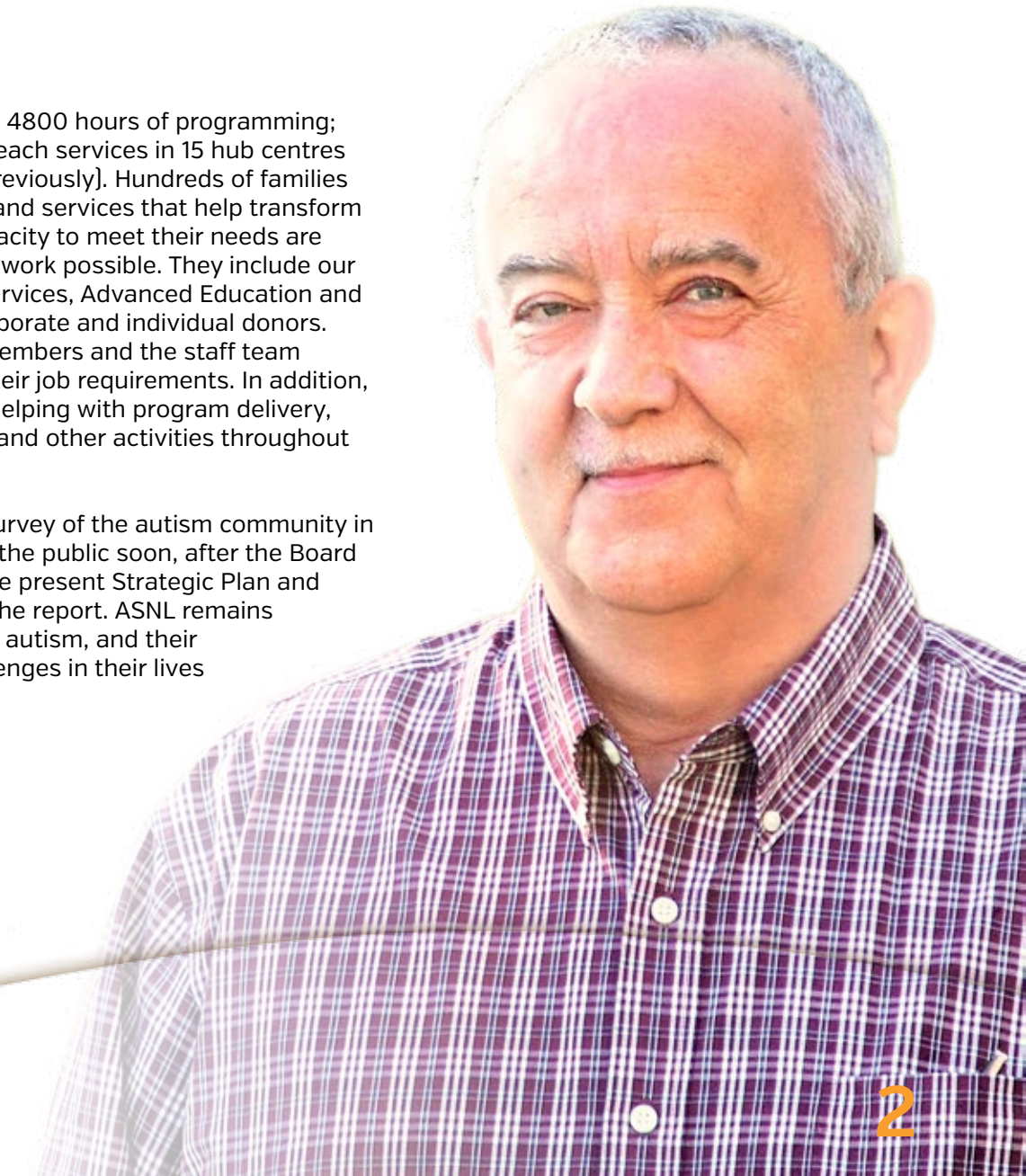
Securing adequate core funding from the provincial government remains a serious challenge for senior management. Recruiting and retaining highly skilled and trained staff and enabling them to further their learning through professional development opportunities so as to provide even better services to our participants is difficult when core funding covers just half the operational expenses associated with providing programs, services, supports, outreach and advocacy. Thankfully, great support from our community partners allows us to continue addressing urgent needs throughout the province. We employ four young adults with Autism Spectrum Disorder (ASD) at the Elaine Dobbin Centre for Autism, regular employees with full benefits, and we employ another six young adults in our Transitions Program (employment/volunteer readiness preparation) seasonally, for three months. Other great things are occurring on the employment front too!

Social enterprise initiatives continue to have positive impacts. They lead to increased revenue for ASNL but perhaps more importantly, they provide real job skills training for participants and make vital links to the workforce. Real skills learned in the workplace on-site and in the community, for pay, and volunteer opportunities in varied settings in the community build confidence and trust, improve social and communication skills, and enhance employability skills. New and exciting opportunities for more increased employment opportunities for our participants and other adults with ASD are happening as 2015 ends. And, we have research showing our significant economic impact on the economy of the province. We are contributors in more ways than many believe!

In Fiscal Year 2015, ended March 31st, 260 clients received 4800 hours of programming; more than 2600 clients received nearly 600 hours of outreach services in 15 hub centres around the province (as compared to just 3 hub centres previously). Hundreds of families came through our doors in search of programs, supports and services that help transform lives and give hope for brighter futures. Critical to our capacity to meet their needs are the many funding partners and supporters who make our work possible. They include our provincial government funders (Health and Community Services, Advanced Education and Skills); regional health authorities; community groups; corporate and individual donors. We acknowledge our Board of Directors, regional board members and the staff team throughout the organization who go above and beyond their job requirements. In addition, there are many volunteers who give generously through helping with program delivery, Spring Gala, Ride for Autism, Active for Autism Walk/Run, and other activities throughout Newfoundland and Labrador.

ASNL completed its research-based Needs Assessment Survey of the autism community in the province on September 30, 2015; it will be released to the public soon, after the Board and senior management have an opportunity to review the present Strategic Plan and Advocacy Plan in light of prioritized recommendations in the report. ASNL remains committed to advocating for and supporting persons with autism, and their families. Together we are seeking ways to overcome challenges in their lives so they can have futures with hope and optimism.

Scott Crocker
Executive Director
Autism Society, Newfoundland Labrador





Elaine Dobbin Awarded Order of Canada

Established in 1967 by Her Majesty Queen Elizabeth II, the Order of Canada is the cornerstone of the Canadian Honours System, and recognizes outstanding achievement, dedication to the community and service to the nation. Contributions are varied, but they have all enriched the lives of others and made a difference to this country.

Ms. Elaine Dobbin, C.M., Portugal Cove–St. Philip’s, Newfoundland and Labrador was inducted into the Order of Canada on July 1, 2015, for her support of many causes in her province, most notably in the areas of healthcare research and community-based care for individuals living with autism.

Elaine’s life has been, and continues to be, one of distinguished achievement, merit and service of the very highest degree, to Canada and humanity at large. Elaine has made significant philanthropic contributions to improve society, with a primary focus on health and education, and she has particularly succeeded at improving the well-being of persons with autism and their families.

Seventeen years ago, in 1998, when Elaine and others began to plan the new Centre, autism was not well understood and certainly did not have the profile it has today. Services were virtually non-existent and very few physicians and therapists were trained to diagnose children and/or adults presenting with symptoms of autism. ASNL had no staff at that time; all work was done by volunteers. An Early Intervention Program began on a small scale as a pilot project in 1998 – it later became Applied Behavioural Analysis, or ABA Therapy.

Elaine and her Capital Campaign Committee were successful in raising \$2 million, which included a personal cheque for a very large contribution. The Opportunity Centre for Autism officially opened in June 2006. It was named The Elaine Dobbin Centre for Autism to recognize her enormous leadership, contribution and commitment to its creation. Elaine had worked diligently to promote the Centre, attract benefactors to the cause and raise the profile of autism in the community. It was a remarkable achievement and improved the quality of life for countless individuals with autism and their families.

Elaine takes her role as Patron and Honorary Board Member seriously; it extends well beyond fundraising. She has been a strong advocate for autism in the media and at public events, and she has supported ASNL in convincing government and community leaders of the need for ever expanding services; services that enable people with autism to function more independently, to give back to the community and to achieve improved confidence and well-being.

Elaine is a visionary! She recognizes the ultimate hope for autism lies in research into the causes of, and treatments for, autism. Because of her funding, the Craig L. Dobbin Centre for Genetics Research at Memorial University of Newfoundland (MUN) will provide support for research into all disorders with a strong genetic component, including autism and idiopathic pulmonary fibrosis. It builds on existing strengths of the University and the unique genetic architecture of the province. Research and new findings at this Centre will benefit humanity – without borders.

Elaine received a number of awards for her philanthropy and humanitarianism. They include: The Queen’s Golden Jubilee Medal in 2002; The Paul Harris Fellowship from the St. John’s Rotary Club; the Business Community’s Outstanding Philanthropist of the Year in 2009; the Queen’s Diamond Jubilee Medal in 2013; and the Red Cross Humanitarian of the Year Award in 2014.

In addition to supporting these causes, Elaine enjoys her time with nine grandchildren. She enjoys cooking, entertaining, fly-fishing, golfing and traveling. She completed many marathons over the years, including Telly 10’s in St. John’s and the New York City Marathon in 2003. The Board of Directors, Senior Management, staff and Membership of ASNL extend sincere congratulations to Ms. Dobbin on her service and this recognition and appreciation.



Spotlight on Success! William Feltham

Adults with ASD are learning job and social skills, and workplace etiquette, at ASNL. It will enable them to seek employment at other places of work, if they decide to do so. This can be seen through William Feltham's journey at The Elaine Dobbin Centre for Autism. William has held the position of Custodian with ASNL and The Pantry Café & Catering since the spring of 2014.

William, like many individuals with ASD, is capable of a variety of work tasks and experiences less visible challenges than others on the spectrum. Although William requires minimal support, an understanding of autism amongst his colleagues and leadership is invaluable to him as an employee. William has expanded his skill set, certainly, through his time with ASNL but perhaps most importantly he has made friends. William spends lunch chatting and building relationships with colleagues, he has learned how to interact appropriately and accept feedback from a manager. He has learned to be flexible in a job with unpredictable duties, and he has volunteered at fundraising and awareness events. William is improving his job skills as they relate to facilities and maintenance, but William has also grown social confidence and has become a dedicated member of the ASNL community.

William has found success in what is most difficult for individuals with ASD when it comes to finding and maintaining employment. The Centre and The Pantry Café & Catering provide the perfect environment for him to learn and thrive as an individual, and grow his employment capabilities so he is better prepared when other opportunities appear in the future.

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Governance Overview



Board of Directors 2014-2015

At Large

John J. Barry, **President**
Suzanne Kenny, **Vice President**
Joe McKenna, **Treasurer**
Dr. F. Shahidi, **Secretary**
Sandra Goold
Derrick Hanrahan
Angela Decker
Karen Flynn
Susan Goold
Darrin Tulk

Self-Advocate

Tom Jackman

Eastern Region Rep

Connie Robertson

South Central Region Rep

Vacant

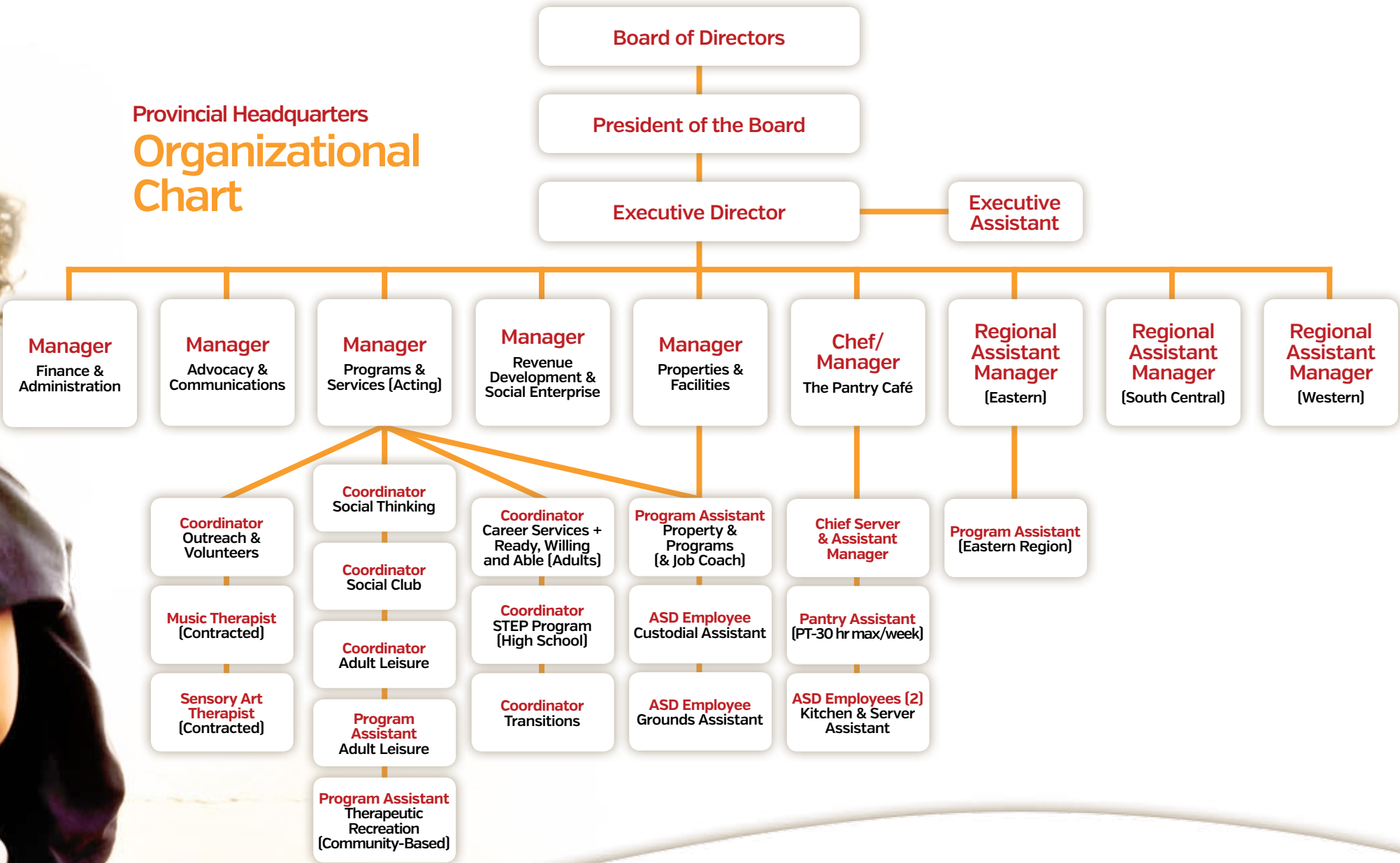
Western Region Rep

Mark LaCosta

Senior Management

Scott Crocker, **Executive Director**
Alex Collins, Manager, **Finance & Administration**
Kendra Lane, Manager, **Programs & Services**
Greg Knott, Manager, **Revenue Development & Social Enterprise**
Tom Taylor, Manager, **Property & Facilities**
Tess Hemeon, Manager, **Advocacy & Communications**
Brenda Lee, Manager/Chef, **The Pantry Café & Catering**

Provincial Headquarters Organizational Chart

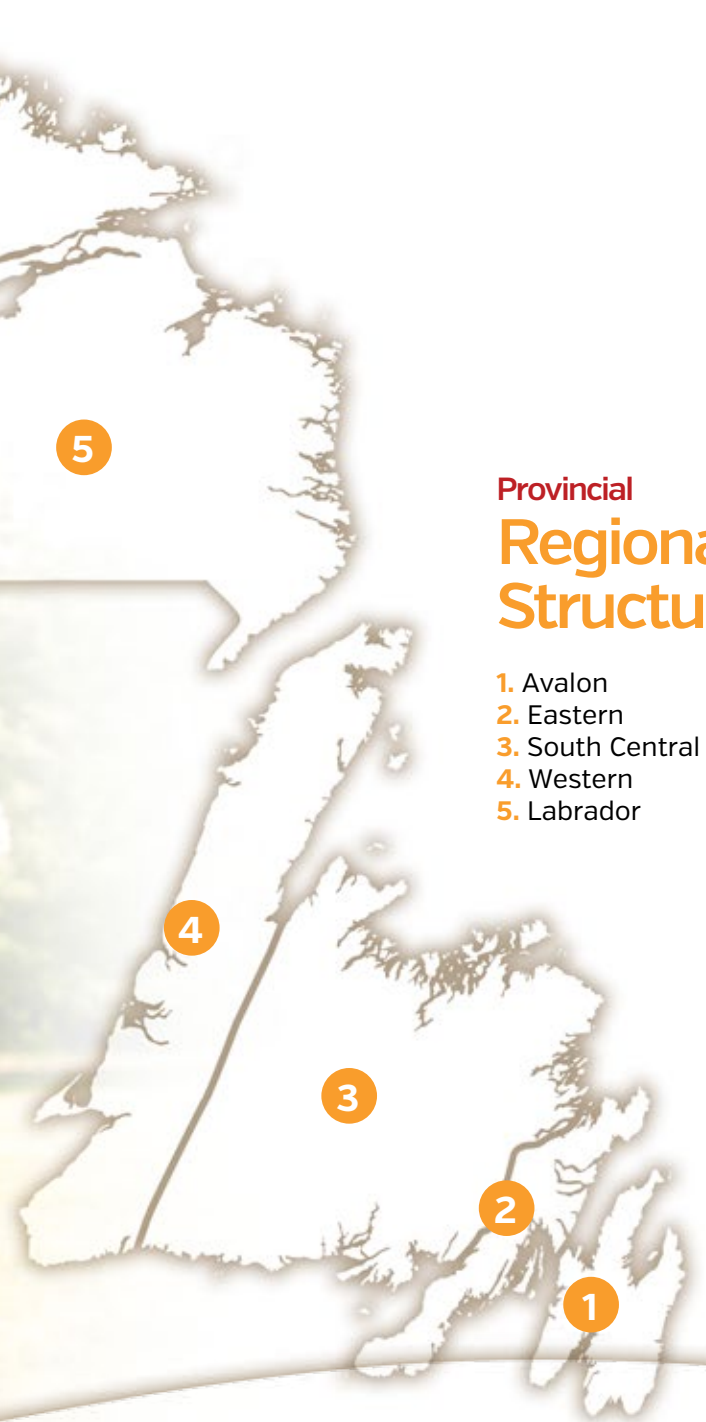


Provincial Organizational Chart



Provincial Regional Structure

1. Avalon
2. Eastern
3. South Central
4. Western
5. Labrador



Vision, Mission, Values, Goals and Priorities

Vision

A province where people with ASD and their families are valued and respected, and where they receive services and supports based on their individualized differences, needs and preferences.

Mission

ASNL, is a charitable organization dedicated to promoting the development of individual, lifelong, and community-based supports and services for persons with ASD, their families and caregivers.

Values

ASNL conducts its activities in accordance with the following values:

Accountability: We listen to our clients/members and are responsive to their need.

Acceptance: We will be accepting of individual differences, opinions and needs.

Compassion: We will treat each other and those we serve truthfully, fairly, and with care and empathy.

Collaboration and Teamwork: We will be supportive of each other through consultation, partnership and teamwork with clients/members, co-workers, government and stakeholders.

Respect: We will treat clients/members and co-workers in a courteous and considerate manner. We will listen to, and consider, differing views and opinions and operate within the principles of a respectful workplace.

Goals and Priorities

1. Advocacy and Outreach: Advocate and promote the rights of individuals with ASD and their families. Increase awareness and understanding of ASD, and increase acceptance of, respect for, and participation of, individuals with ASD.

2. Services and Supports: Encourage and support the provision of quality education, treatment, services, and supports for all; and employment opportunities for adults with ASD.

3. Governance: Develop a strong, effective, united provincial organization that is responsive and relevant to members and can achieve the short and long-term goals of a Strategic Plan.

Spotlight on Success! Colin Power

Colin Power, a Chef's Assistant and Server at the Pantry Café & Catering since the spring of 2012, is another individual experiencing success with ASNL's employment program. Colin was always interested in food and wanted to go to culinary school.

Since starting to work at The Pantry Café, Colin has progressed from assisting with simple food and beverage preparation in the kitchen to independently baking some of The Pantry's famous desserts and becoming fully involved in food preparation and plating. In addition, Colin has learned how to take customer orders, serve professionally in a busy restaurant setting, and accept payment from customers.

Colin's interests have been transformed to a competitive skill set in a supportive environment that understands his needs and learning style but, more importantly, Colin's self-esteem and confidence have soared beyond his own expectations.

His pride is evident in every smile that customers of The Pantry Café & Catering share with Colin on a daily basis.



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Highlights

During 2014-15, the Autism Society's operational plans focused on ensuring that **quality, safety, privacy and efficiency** were evident throughout the organization. This section outlines just some of the key highlights, accomplishments and good news stories over the past year, all of which demonstrate ASNL's commitment to the autism community of Newfoundland and Labrador.

New Manager, Advocacy & Communications

ASNL welcomed Ms. Tess Hemeon on June 10, 2015. Tess joined ASNL following work experiences with Town of Paradise and the federal Department of Fisheries and Oceans. Some early projects, in addition to countless media interviews and promotion of advocacy issues, included: contributing to Needs Assessment Report; presentation to Mental Health Coalition; presentation to Presidential Panel on Public Education; organizing ASNL's Election Campaign Strategy; and creating updated versions of both the Position Statements Booklet and the Family Resource Kit.

Governance

The Board of Directors contracted a consultant to help develop a Performance Appraisal Package for the position of Executive Director. In addition, a Self-Evaluation package was developed for individual Directors serving on the board. It aims to highlight strengths and weaknesses and then implement an action plan to remediate the weaknesses.

Ready, Willing and Able (RWA)

ASNL, in collaboration with a federally funded program titled Ready, Willing and Able launched its "Autism Job Seekers Database" to help connect adults with ASD to paid employment opportunities developed by Ready, Willing and Able. ASNL has a Career Services staff person, and a Labour Market Facilitator it shares with the Newfoundland and Labrador Association for Community Living (NLACL), to help find employment for adults with ASD. By joining the job seekers database, the resumes of individual job seekers are made available to employers who partner with Ready, Willing, and Able. More information can be found at

www.readywillingable.ca

STEP (Students Transitioning into Employment Program)

The STEP Program is a Ready, Willing and Able (RWA) funded pilot project in the St. John's metro region that is being jointly implemented by ASNL and the Newfoundland and Labrador Association for Community Living (NLACL) during the 2015-16 school year. It is an individualized program designed to bring much needed employment training opportunities, exploration and first-job experience to school-leaving age students with ASD or other students with an intellectual disability. The program builds on a student's particular skills, interests, and abilities—taking them through a learning and exploration curriculum in a classroom setting – and helping them transition to employment exploration by connecting them to a variety of mentorship or paid summer employment opportunities.

Two transition coordinators are hired, one working with ASNL and the other with NLACL, and they began developing a pre-employment training curriculum in August. That curriculum focuses on developing a student's knowledge about how to search for employment, job-readiness, basic workplace and social etiquette, occupational health and safety and standards, job maintenance, as well as the social and economic benefits of employment. These skills form a vital foundation for anyone transitioning into the labour force, and the curriculum provides a vehicle that fits the learning needs of people with ASD or others with an intellectual disability.

Highlights (continued)

Worktopia (Employment Program for Adults with ASD)

ASNL was selected as the organization to represent Atlantic Canada and pilot a three-year pilot program that combines mentorship, job sampling and real work experience for 64 adults with ASD over the three years, beginning in Spring 2016. There will be 1.18 FTE positions [Coordinator, Facilitator], funded by the Sinneave Foundation and federal Government, and all costs relating to operations are funded as well. It's another exciting opportunity to improve employment opportunities for adults with ASD!

Federal and Provincial Election Strategy Kit/Campaign

Raise Your Hand, an Election Strategy Kit/Campaign, was designed to engage the community in the electoral process, increase autism awareness amongst political candidates for the federal and provincial elections, and make autism a part of the public conversation. Successful panel discussions were held in each of the four regions with good attendance by the public and candidates of all parties, and there was significant reporting of the events and issues discussed in the local newspapers and on social media. Our issues and concerns are out there!

Voluntary Autism Registry

The 'Voluntary Autism Registry' is a pilot project of ASNL, in partnership with the Royal Newfoundland Constabulary (RNC). The online registry promotes communication and gives police quick access to critical information about any registered person with autism. The Registry provides police with emergency contact information, detailed physical descriptions, known routines, favourite attractions or special needs of the individual with ASD. This information can assist officers when communicating with, attending a residence of, or dealing with an emergency involving an individual with ASD.

The Voluntary Autism Registry was officially launched on Thursday, May 7, 2015. Adults with ASD and families began confidentially registering themselves or family members on Monday, May 11th at <http://www.autism.nf.net/voluntary-autism-registry/>

Privacy Policy

ASNL is committed to protecting the privacy and confidentiality of personal information and personal health information in its custody and control. ASNL is both legally and ethically responsible for the information generated within its service delivery. It is the responsibility and obligation of all employees and/or those affiliated either directly or indirectly with ASNL to ensure that information to which they have access is kept private and confidential. All ASNL employees and volunteers with ASNL must sign an oath or affirmation of privacy/confidentiality.

Needs Assessment Survey

ASNL partnered with Memorial University of Newfoundland (MUN) to complete a comprehensive Needs Assessment Survey of the autism community in the province – assessing service delivery across many agencies. A key objective was to determine how better to facilitate 'coordination' of services across the broad spectrum of services. We believe the needs assessment report will align the needs of families and individuals with ASD much more closely with the capabilities of those providing services. Gaps in service provision were identified and possible ways in which these gaps can be eliminated will be provided to the different agencies.

The needs assessment survey identified substantial differences in service availability across geographic regions with relatively few services being available in rural communities. We anticipated that needs of children with ASD were very different from needs of adults living with ASD. We also expected there are significant differences in needs across the ASD spectrum. These differences can be a source of tension. The survey report, received on September 30, 2015, will highlight these important differences and recommend how service needs of this group of individuals and their families can be met.

Autism: The Gift that Needs to be Opened

The official launch of **Autism: The Gift That Needs to Be Opened**, published by Flanker Press, occurred in October 2015 at Chapters (70 Kenmount Road, St. John's). The book is widely available for purchase. Families, persons on the autism spectrum and world experts shared their experiences in this collection of stories. With a focus on the positive aspects of autism and the importance of community involvement and early intervention, **Autism: The Gift That Needs to Be Opened** is a resource whose aim is to improve the lives of parents, caregivers and persons who have autism spectrum disorder. These stories are inspirational and informative, but also serve as a reminder, a rallying cry, that individuals who have autism can, with proper care and attention, lead full and productive lives and change the way "we" see the world. Flanker Press is donating all royalties from the sale of this book to ASNL.

Feasibility Study

Senior management identified the expansion of facilities and programs at the Elaine Dobbin Centre for Autism a strategic priority. The 90% funding proposal to Atlantic Canada Opportunities Agency (ACOA) and Business, Trade, Culture and Rural Development (BTCRD) for a Feasibility Study was successful. Each is providing 45% of the cost, with ASNL providing the remaining 10%. The proposed expansion will build on ASNL's current social enterprise activity and has two primary objectives:

- Increased revenue from current and emerging social enterprise activities, strengthening the sustainability of the organization
- Providing additional employment opportunities [2-3 new positions] for young adults with ASD.

Highlights (continued)

Feasibility Study (continued)

The proposed expansion will focus on four areas at the Elaine Dobbin Centre for Autism:

1. The Activity Centre – an extension on the back of the building so Adult Leisure can be moved into its main level, with a staff preparation area for four, and Music/Art Therapy can be moved into the second level, with a staff preparation area for two. This then allows the present Activity Centre to become a dedicated Shamrock Gardening Centre – with classroom/preparation areas at top and a renovated workshop beneath. Washrooms will be provided in any extensions as needed.
2. Clearing of an area on the west side of main building, adjacent to MUN parking lot, for additional community and berry gardens.
3. The addition of an upper, outside deck to The Pantry Café & Catering, and perhaps the addition of a feature that would provide ‘year-round’ access to the front deck.
4. An extension at the rear of the main building to accommodate a large conference room available for rent and catered meals, with all technology requirements met, on the main floor, with janitorial space and preparation room for five. It will serve as the new boardroom as well. The second level would provide much needed space for Social Thinking and Social Club. The present Social Thinking space will become a staff room area for dining, events, etc.
5. The present boardroom will become an additional program space and be an area for smaller meetings when the Conference Centre is not available due to external use.

Composting

All food waste and paper waste from the Elaine Dobbin Centre for Autism is now being recycled on-site in a large scale industrial composter, donated by Actium Resources Ltd. from Seaforth, Ontario. Vegetables are grown in the garden by our program participants and staff and the local produce is in The Pantry Café & Catering. All waste material is composted by participants and staff.

This represents one of the first on-site ‘closed loop’ garden and food service sites in the province. Compost from the machine is re-directed back to the gardens to help grow vegetables again. The Multi-Materials Stewardship Board (MMSB) came on-board and provided funding to help us erect a building on-site to allow the proper drying and storage of the composted material before it is used. ASNL is creating partnerships that will see other organizations avail of the composting operation as well. At the core of this work are our employees and Transitions participants, who are learning more social, communication and employment skills as they help maintain the composting operation.

Bridges to Hope Garden

The ‘Bridges to Hope Garden’ in Shamrock Farm was officially opened in October, 2015. It represents a partnership between ASNL and Bridges to Hope. This was the second year that Transitions Program clients volunteered with Bridges to Hope (70 hours), after clocking over 60 hours of volunteer time with the organization the first year. When volunteering, the Transitions Program Coordinator and participants recognized a real need for fresh produce at Bridges to Hope. The participants worked together to build four 10’ x 10’ garden beds to grow potatoes for the Bridges to Hope pantry. All seeds for the potatoes were donated to ASNL by The Seed Company, Gaze Seeds. Potatoes harvested are used in food hampers and cooking programs at Bridges to Hope.



Spotlight on Success! Elliot Wheeler

Elliot is a recent graduate from our 2014-2015 Transitions Program. During his time with Transitions, Elliot explored several interests and gained many skills in gardening, carpentry and assembly. Always up for a challenge and willing to try new things, Elliot applied for and was successful in gaining a part time position as Kitchen Operations Assistant in The Pantry Café & Catering.

Elliot joins the Pantry team three days a week and his presence is already making an impact. From bussing tables to loading and unloading the dishwasher independently, Elliot is at ease in the kitchen and will soon receive training to serve tables. Chef Brenda Lee reports that Elliot has fantastic time management skills and is showing a lot of pleasure in interacting with the rest of the kitchen team.

Elliot worked hard all year at improving his social interaction skills and the kitchen presents a perfect opportunity for him to hone these skills. He also enjoys trying all of the fabulous potatoes, tomatoes and veggies that he planted and tended to as a member of our property team this summer, prior to starting his new position with The Pantry Café.



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Report on Performance



Research

ASNL, recognizes research is a priority for its membership and others in the autism community. Considerable funding became available in recent years to enable research into the causes of autism and identification of newer, perhaps more effective therapies that remediate the effects of autism, particularly on individuals at the higher needs end of the spectrum.

A research team from MUN completed a **Needs Assessment Survey** of the entire autism community in the province. It was commissioned by ASNL with financial support from Mitacs. The final report was presented to ASNL by the research team on September 30th. The report will drive directions and help prioritize advocacy issues for the organization for the next 6-8 years.

A different research team, outside Canada, was successful in having its project proposal approved by MUN. We at ASNL are excited to be partnering with this team on another specific initiative into **Therapy Research**.

The Autism Working Group, initiated and co-chaired by ASNL, released its research report in 2012. Titled **Continuing Professional Development Plan (for Healthcare Workers)**, it was completed by MUN’s Professional Development and Conference Centre (PDCS) with funding support from Autism Speaks Canada. The report detailed a 3-year professional development plan, with costing included, that can be done online at a time that is convenient for doctors and others in healthcare. It will significantly enhance understanding of autism. The report was presented to the Minister of Health and Community Services in early 2013, but there has not been any action on moving forward with the professional development opportunity for more than two years.

Key Performance Indicator

Goal	Target	Actual	Comments
NEEDS Assessment Survey: Final Report	August 2015	September 2015	Presently reviewing in light of present Strategic Plan and Advocacy Plan

Advocacy

The Board of Directors made advocacy an internal priority for the organization when it recruited a Manager for Advocacy and Communications in June 2015.

ASNL, aims to influence public policy and resource allocation decisions within the political, economic, and social systems and institutions of the province. Advocacy initiatives during the year included: several campaigns using various media; public speaking; commissioning and publishing research; presenting briefs to the Minister of Finance, Mental Health Coalition, Presidential Panel on Status of Public Education in NL; multiple meetings with ministers of government departments and officials; and lobbying directly with MHAs on key issues affecting the autism community. Increased use is being made of social media to get our message out to the public and better facilitate engagement and collective action.

Public campaigns demanding movement on priority issues continued. Highlights included the launch of the Voluntary Autism Registry, in partnership with the Royal Newfoundland Constabulary; the release of Autism: The Gift That Needs to Be Opened, a book of true, inspiring stories written by parents of people with autism and/or individuals with autism, experts and advocates – published by Flanker Press; Raise Your Hand, an Election Strategy Kit/Campaign designed to engage the community in the electoral process, increase autism awareness amongst political candidates for the federal and provincial elections, and make autism a part of the public conversation.

Priority advocacy issues include: screening all children for autism symptoms not later before 3 years of age; elimination of lengthy wait time for follow-up Occupational Therapy and Speech-Language Therapy services after a diagnosis has been made – it should never exceed three months from a diagnosis; removal of IQ 70 as the ‘sole criterion’ for providing services to those with autism and their families by adding an adaptive functioning assessment; adding “medically diagnosed anxiety” to criteria for allocating Instructional Resource Teacher and/or Student Assistant time in the schools; providing other needed resources to adequately support inclusive classrooms; grant ASNL trained, certified staff access to schools, students and staffs, upon request, to increase the knowledge base around autism; require all teachers to complete at least two courses in exceptionalities during their training at MUN; implement a formal, planned professional development program for all educators over a 2-3 year period; implement effective transition plans from high school into adulthood for individuals with autism; and increase the present core funding grant from government to cover ASNL’s annual operating budget.

Advocacy

The organization completed a research-based Needs Assessment Survey that resulted from its Strategic Plan. It was conducted throughout the province by a research team from MUN and will drive changes, directions and advocacy for ASNL, moving forward. The final report, with prioritized recommendations, was received on September 30, 2015.

Key Performance Indicators

Goal	Not Started	In Progress	Completed
Seek Board approval for recruitment of Manager, Advocacy & Communications			X
Build Campaign/Goals specific to removal of IQ-70 criteria for service provision to adults; replace with or add “adaptive function measure”			X
Build Campaign/Goals specific to Wait Times for Diagnosis & OT/SLP Services			X
Build Campaign/Goals specific to Student Assistant Criteria & Access to School System for PD and Training			X

Programs

Programs are offered to persons with ASD ‘across the lifespan’ in two of our four regions. Program offerings are staffed by ASNL employees; some are staffed by community workers (i.e. recreational employees) with support from ASNL staff. All programs are evaluated against intended outcomes and key performance indicators. Program evaluation involved parent feedback, staff reporting, community partner feedback, and program documentation (goals reached, etc.). Evaluation also included consultation with community partners where applicable. Programs are reviewed annually, or as required, to determine efficacy.

1. Transitions

A huge challenge facing youth with ASD is finding meaningful community involvement upon leaving the structure of secondary school. The **Transitions Program** aims to identify the strengths and interests of six individual participants and provide one full year of enriching community employment, volunteer and learning experiences. The program is funded with financial support from the Department of Advanced Education & Skills, Government of Newfoundland and Labrador.

The **Transitions Program** uses approaches specifically designed for individuals with ASD. It assists participants in setting and attaining appropriate goals for community involvement and integration. It is designed to provide an opportunity for youth and adults with ASD to discover interests and make connections in the community. An individualized approach allows for skill development “appropriate to each participant”. Meaningful community involvement beyond school years is crucial to the continuing social growth and development of individuals with ASD and the **Transitions Program** aims to build confidence and overcome challenges faced by this population when seeking employment and/or volunteer opportunities. Participants have a new volunteer experience monthly, where different areas of learning are identified and worked on during Centre-based sessions. Participants build skills based on their interests and goals and work on individualized areas of improvement. The program curriculum is fluid in nature and responds to the needs of the participant. The intended outcome is to have each participant secured in an appropriate volunteer and/or employment placement at the end of the program.

a. Food Services

ASNL employs two adults with ASD in The Pantry Café. One is a Kitchen Assistant and Server; the second is a Kitchen Operations Assistant. While assisting the Chef and Chief Server with daily tasks, each is learning important social and employability skills.

Programs

b. Property & Facilities

Two adults are employed, one as a Custodian, the second as a Grounds Assistant. A broad variety of employability skills are learned as they complete the varied tasks associated with each role.

c. Employability Training and Preparation

The **Transitions Program** is designed to have six (6) 'new' first-time participants each year. In groups of three, they attend 12 hours of programming a week at either community or centre-based training sites. There is a set schedule of 4 days a week, 3 hours per day. Program staff includes a Program Coordinator and a Program Assistant. Participants gain valuable skills and experience through: community volunteer opportunities, centre-based training modules, individualized goal selection, and social thinking curriculum instruction. Participants also have the opportunity to job shadow the individuals with ASD currently working at ASNL and learn the social and professional expectations of being part of a team.

d. Social Enterprises

ASNL operated two social enterprises in 2014-2015. They included **The Pantry Café**, a popular dining establishment and 'true' social enterprise; and the **Shamrock Garden Centre**, which operates as part of Transitions programming but has incorporated features of a social enterprise that are growing and developing. The Shamrock Garden Centre consists of the Greenhouse, and the growing/selling of plants and flowers, with or without handmade Flower Boxes; Craft Making; Berry Garden Production; Vegetable Garden Production; Community Garden, with 26 beds that are leased annually to people in the community, with the Transitions clients planting, watering, weeding and harvesting the vegetables; and the Mobile Gardening Team, which services both commercial and private clients in the community. Both these enterprises are self-sustaining and generating revenue; they are critical to our programming efforts with adults with ASD and may soon become a source for permanent employment.

2. Therapeutic Recreation

Therapeutic Recreation programming uses treatment, education, and recreation services to help people with autism develop and use their leisure in ways that enhance their health, independence, and well-being. Therapeutic Recreation involves individuals with autism and their families in fun, enjoyable and meaningful activities, both on-site at the Centre and off-site in the community. Each program we offer attempts to address the deficits of ASD, namely socialization, communication and repetitive and restricted behaviours. ASNL strives to have individuals with autism engaged in activities near others and/or with their peers in the community

to help them learn new skills in a supportive environment through community partnerships that promote inclusion and ASD awareness at various organizations and facilities.

Programs offered in 2014-2015 included: Early Intervention Music Therapy [ages 2-5]; Music Therapy [for adults 18+]; Sensory Art [all ages]; Bowling Club [all ages]; 1:1 Swim Program [all ages]; Summit Swim Lessons [all ages]; Horse Time [all ages]; Horseback Riding Lessons [all ages]; Camp Hazelwood [age 5-16] and Adult Leisure [18+].

3. Social Thinking

Social Thinking, a term coined by Michelle Garcia Winner, is a learning strategy that aims to invest people with cognitive social deficits, most common in those with high functioning autism and Asperger's Syndrome, with the capacity to encode and decode unspoken social conventions. ASNL's Social Thinking Program focuses on these skills, and the development of successful social interactions. The concepts covered in Social Thinking include:

- Appropriate Social Interactions
- Conversation Building
- Problem Solving
- Perspective Taking
- Emotional Understanding
- Emotional Identification

The program is structured so that it is available to several age groups: pre-teen (9-13 year olds), teens (14-18 year olds) and adults. Participants attend the program in small peer group settings, consisting of three to six participants of similar age and interests. Participants practice thinking strategies that lead to improved social interactions, understanding, and confidence.

4. Social Club

Social Club provides an opportunity for children, youth and adults with ASD to socialize with peers, try new activities, and share common interests with others. Participants are grouped depending on age, abilities, and interests to promote friendships and build social skills. The program provides safe and structured opportunities for participants to socialize with peers, share common interests, and build friendships through organized social groups.

Programs

A variety of approaches are used to provide an optimal learning and socializing environment including Structured TEACCH® methodology, the principles of Social Thinking®, ABA Therapy and Pivotal Response Therapy (PRT). The intended outcome of Social Club is to provide meaningful opportunities for individuals with ASD to socialize, learning how to interact and share experiences with friends. It is the ultimate goal of Social Club to initiate friendships among participants that can grow and expand beyond the programming opportunity.

Social Club participants aged 2-4 years attend a session called **Playgroup** on Saturdays in which an adult (parent, caregiver, or therapist) attends the session to assist the child with play and interaction.

5. Camp Hazelwood

Children and youth who attend Camp Hazelwood in Avalon Region participate in a structured, supportive day camp program lasting 1 or 2 weeks that is designed for children with ASD to work on socialization and skill-building through a variety of recreational activities. Camp Hazelwood is a day camp where children and teens with ASD, aged 5-16 years, can be themselves, make new friends, and best of all, create wonderful summer memories. Camp Hazelwood is designed to meet the individual needs of campers who would not be successful in a typical summer camp setting due to communication or behavioural challenges.

Camp Hazelwood is housed at Hazelwood Elementary, on Topsail Road, St. John's. Camp Hazelwood is coordinated by a Summer Camp Coordinator with supervision from ASNL's Regional Assistant Manager (Avalon Region) and ASNL's Manger of Programs & Services. The Camp Coordinator is joined by a team of 6-8 camp counsellors who have current certificates in First Aid/CPR and who receive Autism Specific Training prior to camp.

Through the use of schedules, structure and the development of positive routines, campers take part in many projects, games and enrichment activities that focus on fun! With our high counsellor to camper ratios, we are able to work closely with each camper to provide individualized attention to his/her area of need, whether that is socialization, independence, or the development of leisure skills. We strive to foster positive peer relationships as provide activities that promote growth and personal achievement.

Each of the other regions offer 1, 2 or 3-day overnight camps for children with ASD and their families who live in the particular region.

Key Performance Indicators

Client Satisfaction Survey	Target	Actual	Comments
Total clients served annually	925	907	-
Total client service hours annually (programs/outreach)	23,000	21,421	19,758 (Programs) 1,663 (Outreach)
Operating within allocated budget	100%	100%	-
Parent Satisfaction Rating	4.0 out of 5	4.3	-

Outreach

Outreach involves the coordination of a variety of services and resources. Outreach offers autism awareness and educational information sessions and assistance to members of the community, schools, organizations, employers, first responders and other professionals. Meeting the educational needs of our community may involve overseeing conferences & workshops by specialists in the field of autism.

ASNL offers opportunities for families, parents, siblings and caregivers to meet monthly in the **Parent 2 Parent Network**, and adults with ASD meet regularly in a group called **Connections**. ASNL is committed to providing opportunities for families to engage with additional family supports. Outreach also includes planning, developing partnerships and liaising with other organizations within the community that share similar goals.

Outreach coordinates resources such as the Barbara J. Hopkins Library and Technology Centres. Each region holds and maintains their own library collections; however any resources from the Barbara J. Hopkins Library can be made available to any paid member of ASNL across Newfoundland & Labrador. Our library holds a variety of resources: books, magazines, curriculum resources, occupational therapy materials, assistive technologies and augmentative communication devices. ASNL provides one-to-one, group and/or webinar instruction on how to use adaptive devices. Each Apple device processes an assortment of applications to enrich education, leisure, self-regulation, time-management, and communication.

ASNL supports and promotes the use of volunteers in several facets of the daily operation of the Centre. The organization utilizes its volunteer supports at different events, family-based activities, when fundraising, to help with clerical duties, and to aid staff when delivering programs. The engagement of volunteers in programming enhances supports for the participants and lends valuable support to staff.

The goal of programming and outreach in three regions is to reach clients “outside of the St. John’s Metro area” and provide learning and growth opportunities to individuals with autism and their families in all areas of the province. Programming in the regions is composed of core and speciality programs; they can be ASNL-staffed or non-ASNL staffed.

Core programs include Social Thinking and Therapeutic Recreation. These are offered in Eastern Region by one ASNL staff member. In addition, a second ASNL staff member provides outreach to the entire region, with regular visits to designated “hub” towns, either initiated by ASNL or upon request from communities in the region. One ASNL staff member provides outreach to South Central Region and another ASNL staff member provides outreach to Western Region, in the same manner – with regular visits to designated “hub” towns.

Each region offers a small number of speciality programs which are tailored to the membership in the region. They include Swimming, Music and/or Art and other specific Therapeutic Recreation Programs that are facilitated by ASNL but offered by non-ASNL staff in different communities. ASNL pays all costs related to staffing, professional development and travel. In addition, when outreach costs reach a certain level, ASNL assists the region with covering expenses. All rental and operational costs are borne by the regions themselves, through applications for grants and funds, or through fundraising initiatives and donations.

In some communities within each region parents come together to lend support to each other. These **Parent Support Groups** meet regularly, have information sessions, share experiences, and organize fun activities for children with autism. ASNL provides a variety of needed **services and supports** to persons with autism, their families and caregivers, and professionals in the community who interact with people with autism.

- a.** TEACCH Certified Practitioners [3], trained by experts in autism from the University of North Carolina, upon request, provide professional development to professionals who work directly with persons with autism. They include daycare workers, educators, police, firefighters, paramedics, medical students, etc. Services are provided free of charge at present.
- b.** The Coordinator and Regional Assistant Managers [4], upon request, provide outreach training and awareness sessions to a variety of stakeholders in the community. They include recreational workers, classroom students, daycare workers, parent groups, community organizations that have adult or youth members, etc.
- c.** Families often request that an ASNL representative attend secondary or post-secondary school meetings with them, either to advocate on their behalf, help with IEP/ISSP meetings, raise awareness levels of the staff about certain issues, or help reassure students with autism who are having difficult adjustment periods in the school setting.
- d.** Parents of children, youth and adults with autism benefit from the support provided by other parents with the same experiences. They meet on a regular basis. Our Parent 2 Parent Support Network operates in many communities throughout the province, led by a parent volunteer or ASNL staff member.
- e.** The Connections group provides an opportunity for adults with autism to meet regularly and interact in a safe and comfortable environment, either at the Centre or a suitable location in the community. Sharing with others through discussions on topics of interest, describing personal experiences, detailing personal triumphs, each of these has benefits for the entire group.
- f.** Siblings of brothers or sisters who have autism can often experience significant issues themselves in the home, school and/or community. The Sibling Workshop Group teaches appropriate strategies to deal with issues that may arise to the siblings of those with autism. The response from participants and parents has been very positive.

Outreach

Key Performance Indicators

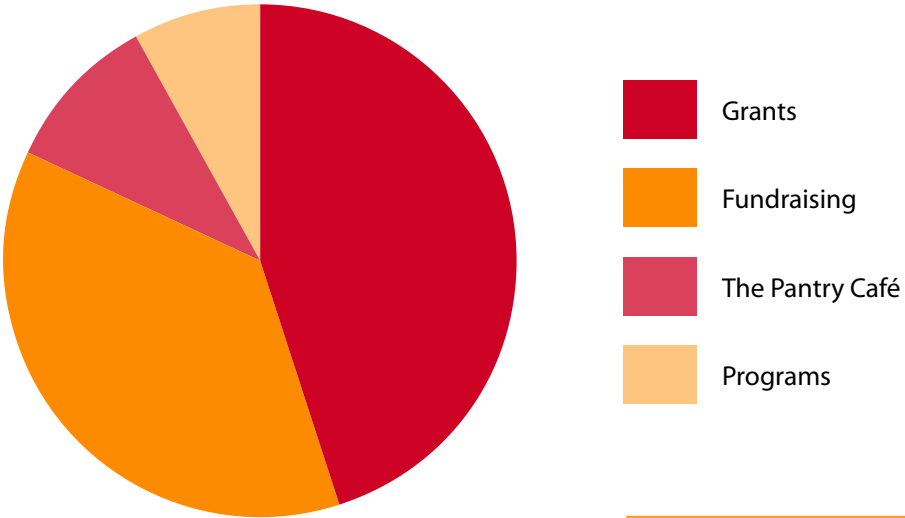
Goal	Target Per Quarter	Actual Average Per Quarter	Comments
Quarterly Contact Hours per Region	100	128 (A), 147 (E), 63 (SC), 89 (W)	-
Quarterly Engagements per Region	50	104 (A), 52 (E), 42 (SC), 54 (W)	-
Quarterly Hub Visits per Region	7	6 (E), 4 (SC), 3 (W)	Hub visits need to improve

Financials

1. Revenues and Expenditures

The pie charts below shows ASNL's operating revenue and expenditures for Fiscal 2015, ended March 31, 2015.

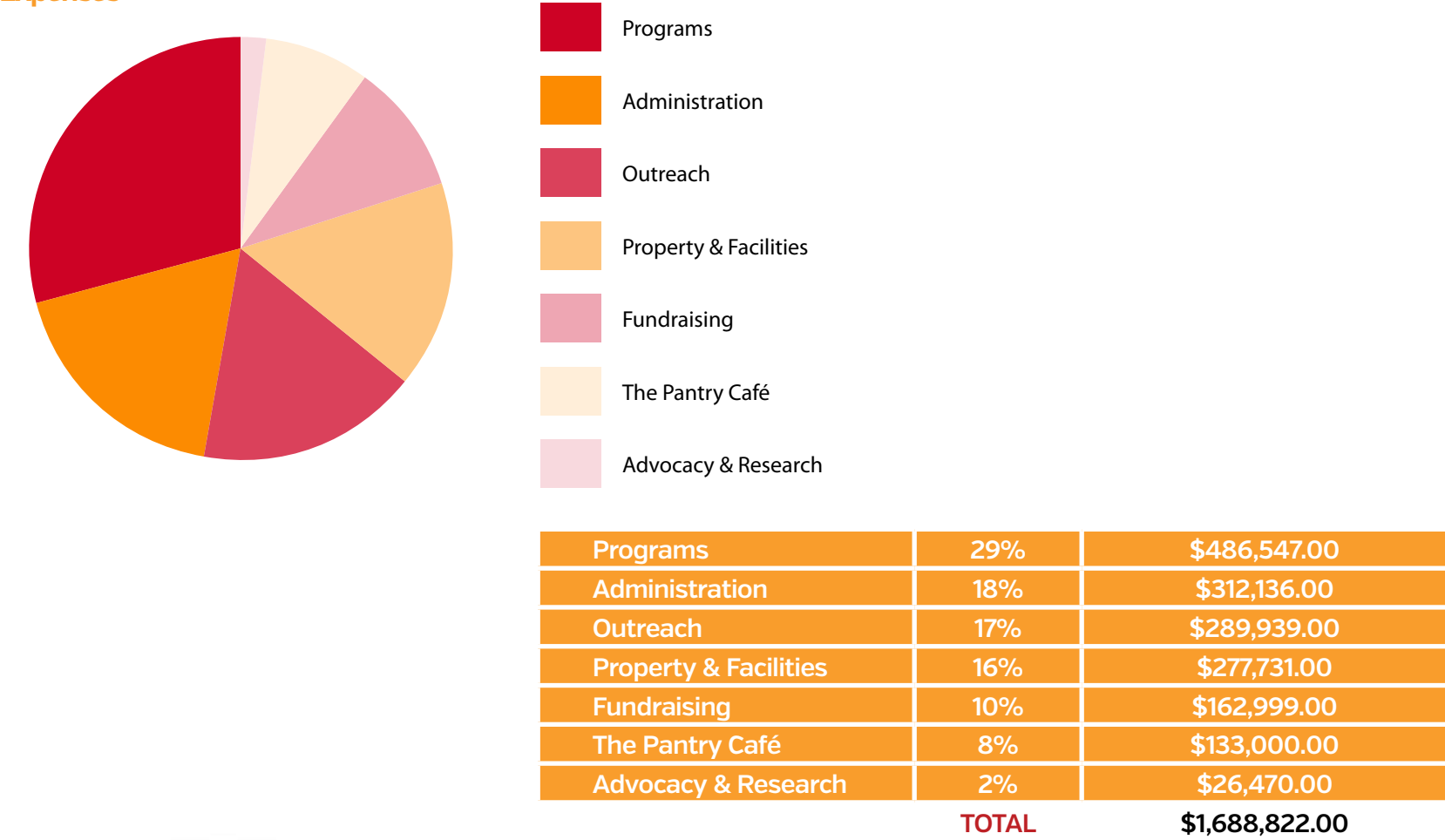
Revenue



Grants	45%	\$732,699
Fundraising	37%	\$602,740
The Pantry Café	10%	\$154,947
Programs	8%	\$124,028
TOTAL		\$1,614,414

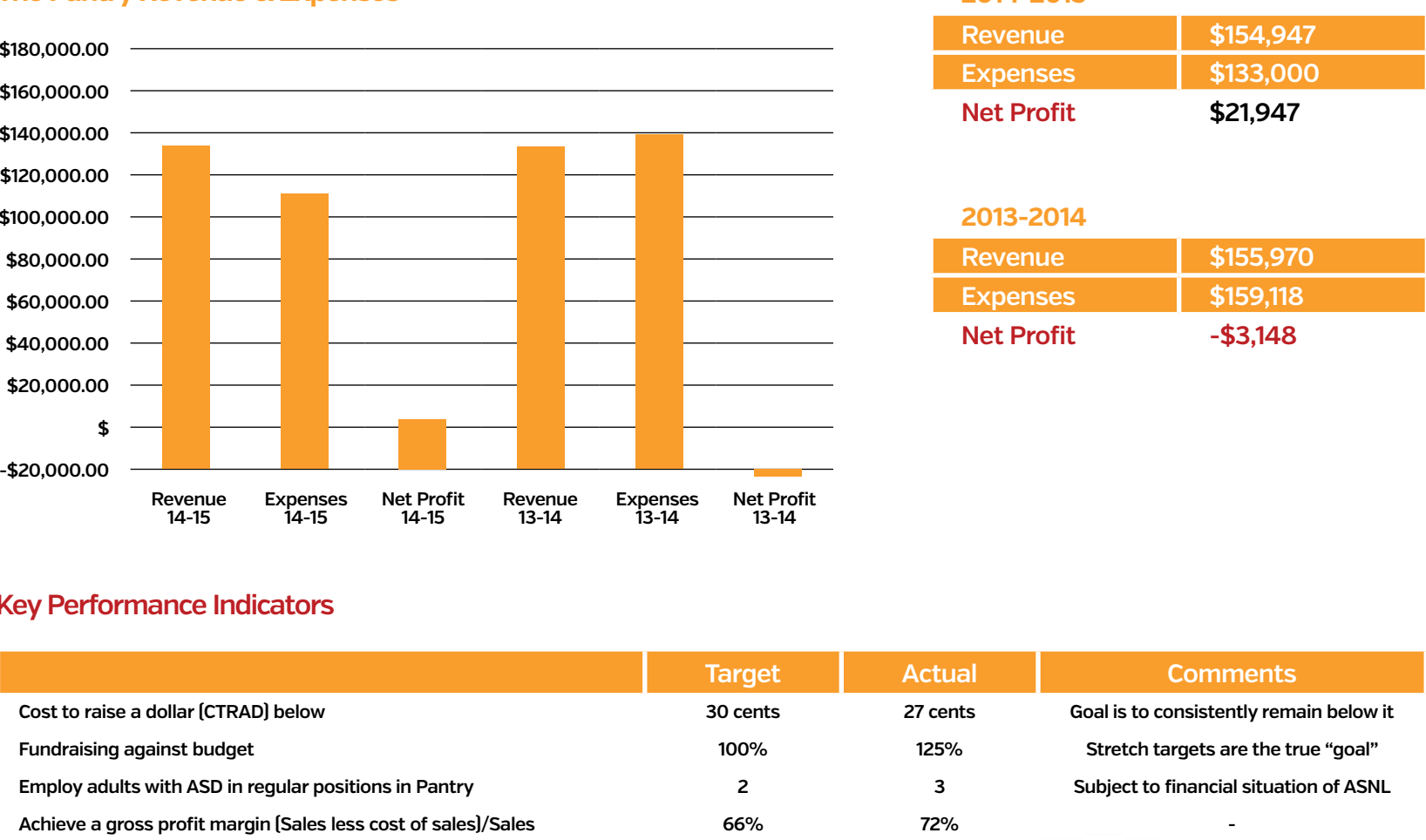
Financials

Expenses



Financials

The Pantry Revenue & Expenses



Measuring the Impact

19,758

programming hours provided to clients in 2014-15

907

clients provided programming with varying weekly hours

70

hours of volunteer service in the community by the Transitions participants

1,663

hours of outreach services delivered **7,056** people on **1,007** different events

4

regular, permanent employees with ASD working at Elaine Dobbin Centre

5

employees with ASD contracted to work for three months in the Shamrock Garden Centre [seasonal work, annually]

\$439,741

in 'net' fundraised dollars during the fiscal year

5-6

months is the current wait time at Janeway in 2015 for diagnosis by pediatrician

3

new OTs being hired and/or already hired to work in Eastern Region [St. John's, Carbonear, Clarenville] and reduce wait time for follow-up therapy to begin after diagnosis in 2015

\$15,000

in grant funding received to promote and market ASNL's social enterprise, The Pantry Café

**Ready,
Willing
& Able**

federal employment initiative for adults with ASD moving forward; ASNL playing critical role in St. John's Metro

ASNL selected to represent Atlantic Canada for

Worktopia

[partnership agreement between the federal government and the Sinneave Foundation], an employment initiative for 64 adults with ASD over 3 years

Shamrock Garden Centre [Mobile Team] serviced

11

contracts during late spring/early summer: **9** private residences and **2** commercial clients



Spotlight on Success! Jimmy Everard

Jimmy holds the position of Grounds Assistant with ASNL and the Pantry Café & Catering. An avid gardener at home, Jimmy has had a strong interest in plants and gardening from a young age. Having gone through several employment programs, Jimmy's other training and employment opportunities resulted in disappointment. Jimmy joined ASNL in the Spring of 2014 and has brought a smile to every colleague, administrator, patron, and client he has come in contact with since that time.

Jimmy's duties primarily involve maintaining the gardens and greenhouse located on the property, composting and supplying the Pantry Café & Catering with the produce, berries, and other edibles these gardens provide. But regular visitors know that Jimmy does more than that – he lifts the spirits and brings a smile to each and every person he greets. Jimmy's enthusiasm and optimism is contagious and he has unprecedented gratitude for the opportunity to go to a job every day that matches both his skill set and passion. He will quickly share that his colleagues and manager are supportive and that he works independently. What Jimmy may not realize is that he inspires each of these people to perform better and be the best person they can be – each and every day. We are very proud to have Jimmy with us as a permanent staff member.

Annual Performance Report 2014 - 2015

Thank You

ASNL expresses sincere thanks to each of our funders, donors and community partners for their generous support and commitment to our work during 2014-2015. Thank you to the many individuals who donated as well.



Major Funders

Government of NL

Advanced Education & Skills
Business, Tourism, Culture & Rural Development
Health & Community Services
Seniors, Wellness and Social Development

Government of Canada

Service Canada
Atlantic Canada Opportunities Agency

Major Donors

Autism Speaks
Conservation Corps of NL
Multi Materials Stewardship Board
Ron Joyce Foundation
Sinneave Family Foundation
TD Friends of the Environment Foundation
United Way of NL
VOCM Cares Foundation
Wal-Mart - Evergreen Foundation

Community Partners

A. Harvey Company Ltd
Anglican Parish of Lake Melville
AutoParts Network
Artisan Concrete
BDO
Belfor Property Restoration
Bell Aliant Pioneers
Blue Knights of Newfoundland
Bonavista Lions Club
Canadian AV
Canadian Tire
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Castle Building Supplies
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CFCB
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City Honda
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Cornerstone Housing Society
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Diamond Design
Discovery Collegiate
Fahey Building Ltd
Fewer's Funeral Home
Flanker Press
Frontier Subsea

Gander International Airport
Gander Toyota
George's Pub/Hair Haven
GForce Karting
Henry Goodrich Social Committee
Hickman Chevrolet Buick GMC
Hickman Nissan
Hits FM 99.1
Ibex Fuels
Insurance Institute of Newfoundland and Labrador
Intact Insurance
Investors Group
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Kelly Ford
Kent Building Supplies
Kinsmen Club of St. John's East
Kiwanis Club of Gander
K-Rock 97.5
Le Boudoir
Leon's
Lumsden United Church Women
Marsh Motorsports
Mary Browns
Marystown Central High School
Mavericks RC
Millwrights Local 1009
Metalworld
Munn Insurance
Newfoundland and Labrador English School District
Newfoundland Canvas
Newfoundland Chocolate Company

Newfoundland Film and Photo
New Dock
North Atlantic
Ocean Choice International
Oil & Gas Magazine
OneSubSea
OPEN Communications
Paragon Offshore
Parks Canada
Pennecon
PF Collins Social Club
Pipers
Pluto Investments
Porter Airlines
Port Union Lions Club
PriceWaterhouseCoopers
Provincial Airlines
PTL Services
Racing Reverend
RBC
Re/Max
Residence Life, MUN
Retired Teachers Association of NL
Ride for Konrad
Robin's Donuts
Rocket Bakery and Fresh Foods
Safeway
Scotiabank, Clarenville
Sea Fair Capital
Sea Force Technologies
Seed Company

Southern Shore Families and Friends Raising Autism Awareness
Scotch on the Rock
Southern Shore Hockey Tournament
Southern Shore Shamrock Festival
Spectrum Consultants Group
Stan Cook Sea Kayaking
Stantec
Starbucks
Steele Communications
Stone Photography Studio
Strawberry Super Stampers
Sunshine on the Shoreline
Swagger
Town of Bishops Falls
Town of Gander
Town of Holyrood
Team Abilities
Teck
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Terra Nova Resort
The Overcast
Thruway Recreation
Tim Horton's
Triton Data Inc
Triware
Trans Island Recovery
Verafin
VOCM
Westjet
Wing 'n It
White Hills Ski Resort



ASNL Headquarters

70 Clinch Crescent
P.O. Box 14078
St. John's, NL A1B 4G8
T [709] 722-2803
F [709] 722-4926

ASNL Eastern Regional Office

105 Manitoba Drive
P.O. Box 9194
Clareville, NL A5A 2C2
T [709] 466-7177

ASNL South Central Regional Office

7 High Street 2nd Floor [Physical]
P.O. Box 133
Grand Falls-Windsor, NL A2A 2J4
T [709] 489-4190
F [709] 489-0694

ASNL Western Regional Office

40 Main Street
Corner Brook, NL A2H 1C3
T [709] 637-7450

www.autism.nf.net

