



2020-2021

Annual Performance Report



Core Values



Accountability



Approachability



Confidentiality



Teamwork

Vision

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

Mission

The Autism Society, Newfoundland Labrador (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.

Mandate

The mandate of ASNL is to be a leader in the Province of Newfoundland and Labrador by:

- engaging with public policymakers and advocating to improve the lives of those affected by ASD
- empowering people to more effectively advocate and obtain supports, through connections with ASNL staff and trained volunteers
- providing easy to understand, practical information related to ASD, for a broad

audience on a wide range of educational topics, through all phases of an individual's lifespan

- creating connections and navigational supports for individuals, families, and professionals to access other community partners and public services
- partnering with researchers to investigate ASD
- providing learning and employment opportunities through engagement in social enterprises.



Paul Walsh

Chief Executive Officer

Message from the CEO

On January 4th of 2021 I became the CEO of the Autism Society of Newfoundland & Labrador (ASNL). After a successful corporate career, I was excited and, admittedly, a bit nervous to make the move. My experience so far is hard to express in words; from seeing a young adult collect their first pay stub to hearing from parents about how their child made their first friends to the visible weight I see lifted after meeting one-on-one with clients and families, each day presents a new experience that is incredibly rewarding. Each of our days are filled with these experiences, some of which you'll see referenced in this report.

If I could use one word to define what makes ASNL achieve results it would be teamwork. Our staff of dedicated, caring professionals make things happen every day. This is supplemented by our many volunteers and partners. Together we work to support those with autism, those who love them, and those who work with them throughout Newfoundland & Labrador. We are fortunate to be a part of people's autism journey; when goals are reached we cheer with families, when challenges arise we listen and work together for a solution.

I am very grateful to our Board of Directors for the trust they have placed in me by selecting me to lead this amazing organization. Thank you to all of our team, the Board, our partners and benefactors, all our volunteers, and most of all our clients and their families. We strive together to make ASNL a welcoming, open and supportive place to be.

The future is bright as together we work to nurture potential.



Anthony Jackman

Chair – Board of Directors

Message from the Board Chair

As I reflect on the year past at the Autism Society of Newfoundland & Labrador (ASNL) it goes without saying that it was a year like no other. As a result of the public health measures to combat Covid-19 our offices were closed until September. Many of our offerings had to be suspended, while others shifted to virtual platforms. Our social enterprise was closed.

Despite all that, 2020-21 was a year of tremendous growth at ASNL. We built the skills of our Board to better face the opportunities ahead, we committed ourselves to a stronger, more robust governance structure, and we developed a strategic approach to our work. Thank you to all of our Board members who voluntarily and unselfishly give their time and talent to ASNL.

In the fall of 2020 we launched a recruitment process for the position of Chief Executive Officer (CEO). Following that process, we hired Mr. Paul Walsh as the new CEO. Paul comes to us with a strong business background in finance and administration along with many years of experience in the disability community. We are pleased to have Paul as part of the ASNL team.

Speaking of the ASNL team, thank you for your continued dedication to our clients and their families. Your work creates positive change in peoples' lives every day.

A big thank you goes to all of our supporters, partners & benefactors, without whom we would be unable to deliver the supports and services that are so very much needed. And thank you to our many volunteers, you bring a sense of community to all that we do and we are grateful. I look forward to the continued growth and development of ASNL as we continue to serve those with autism, those who love them, and those who work with them throughout Newfoundland and Labrador.

Board of Directors 2020-21

Anthony Jackman

Chair (Parent on Avalon)

Charlene Hann

Vice-Chair

(Clinician off Avalon)

Valerie Copeland

Treasurer (Finance Officer)

Elizabeth Churchill

Secretary (K-12 Educator)

Anna Burke

(Self-Advocate)

Karen Flynn

(Parent off Avalon)

Lisa Baker Worthman

(Government Rep)

Desiree Simmons

(Clinician/Avalon Director)

Jill Pitcher

(Public Relations Rep)

Elaine Dobbin

(Honorary Board Member)

Advocacy

Member of  **CASDA ACTSA**

Canadian Autism Spectrum Disorders Alliance

Member of  **Coalition of Persons
with Disabilities**
Newfoundland and Labrador

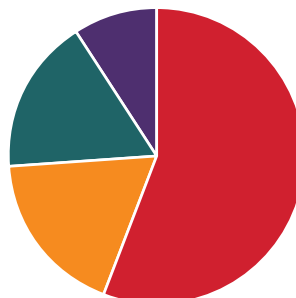
Network of Disability Organizations

We passionately advocated the requirement for drastic changes to the autism services landscape in our province; resulting in the *2019 Autism Action Plan*. We now hold a seat on the Autism Action Council, overseeing the implementation of The Autism Action Plan and providing advice to the Minister of Health and Community Services on matters related to ASD.

We continue to **advocate for systemic change**

We work with families and adults on the spectrum to **develop their self-advocacy skills and navigate systems**

Membership Snapshot



**56% of our members
identify as parents**

18% identify as autistic

**17% identify as service
providers**

9% identify as allies

Program Delivery



Our programming and services reached

81 municipalities (29%)

of all municipalities in Newfoundland & Labrador

Family support groups hosted in

29 communities



Family events hosted in

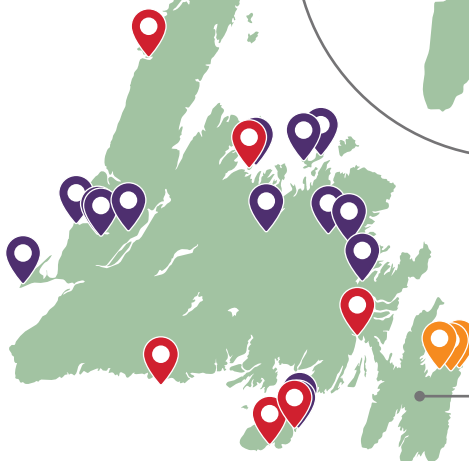
35 communities



Information Sessions offered in **St. John's, Mount Pearl, Conception Bay South, Clarenville, Deer Lake, Wabush, Labrador City, Rigolet, Makkovik, Nain** and **Hopedale**.



Classroom peer awareness sessions reached schools in **21 different towns!**





11 student placements

from the schools of
Nursing and Social
Work, and Therapeutic
Recreation

Virtual family events reached 35 towns for:

Music therapy for younger
children, music therapy for
youth/adults with a mental
health theme, yoga session,
POUND (rhythmic cardio),
adaptive dance, paint night,
mindfulness yoga, trivia, WILD
Outside activity packages,
dance party, Zumba, virtual
concert with the
Newfoundland
Symphony
Orchestra



Personalized Santa
videos were sent to

101 kids
across the province



Funding partners with
Dr. Kimberly Maich and
Dr. Sharon Penney's
(Memorial University)
research project,
**ASD and Supportive
Housing in
Newfoundland
and Labrador**

Social Enterprise



Wilson Family Foundation

**\$20,000
donation**

for updating social enterprise
dining room and kitchen



The Pantry Cafe pivoted with closed dining room to online ordering and delivery:

- **online orders**
- **barista service for pick up window**
- **food prep**
- **baking**



Partnership with RNC

“The strong bond between the RNC and the Autism Society, Newfoundland and Labrador has seen our organizations progress in our ability to support our communities. The Voluntary Autism Registry promotes a more understanding and informed response by our officers. We know that communication is key and an informed response can reduce the impact of a potentially traumatic experience and foster a positive relationship with an individual and their family. The Voluntary Autism Registry initiative assists our officers and truly exemplifies the benefit of community partnerships.”

Cst. James Cadigan

Royal Newfoundland Constabulary

Student Perspective

“ASNL is filled with wonderful and welcoming staff. My time spent with ASNL allowed me to learn many things that will be essential to my social work career. I have added to my knowledge of what ASD can be and the services available to those with a diagnosis in our province. ASNL staff work to ensure the best support is offered when navigating these services and bridge the gap where services may be lacking. They work diligently with their community and meet the needs of anyone who comes through the door. ASNL provided me with an opportunity to work with other community partners and organizations. The work done alongside The Network of Disability Organizations was the most meaningful to me. This group of passionate people work together to ensure there is equity for those with disabilities on all fronts of our society. They truly care about the groups they work with and do not hesitate to advocate alongside or on their behalf. The advocacy done through ASNL should not go unnoticed; whether it is individual or systemic the team has created positive differences in the lives of many”



Michael Scott Memorial Scholarship Spotlight

Jasmine Pinsent

Michael Scott Memorial
Scholarship Recipient

Congratulations to Jasmine Pinsent, recipient of the Michael Scott Memorial Scholarship. Jasmine finished up her high school courses online due to COVID-19, which she said was a challenge, but she was proud of the grades she received at the end. Her school year accomplishments are lengthy and include writing an original song on piano called, “Beauty of the Sea”, playing ultimate Frisbee and volunteering at YMCA camps for 6 years. We wish Jasmine success as she works on a major in Computer Science at Memorial University.

Program Perspective

“ *EmploymentWorks was an absolute amazing experience for our family. The ladies running this program are wonderful and have gone above and beyond to support Taylor and to teach him the skills needed to find his passion.*

I knew each time he went to a session, I didn't have to worry because he was being fully supported each and every time. I could see how comfortable he had gotten and I watched his self-confidence built over time.

Taking what he learnt, through in class instruction and job sampling, my son landed his first interview which lead to his first job. It was a proud moment for both of us!

The skills he learned at EmploymentWorks, he will carry with him as he moves into the next chapters of his life. I cannot praise this program enough! **”**

“ *I'm really enjoying my first job. The EW program prepared me for everything. I wouldn't have this job if wasn't for you. I can't thank you enough. Best regards, Taylor* **”**

Taylor

EmploymentWorks Participant



Kyle

EmploymentWorks Participant 2019 /
Peer Mentor 2020

“ *The program has its fair share of perks and benefits, of which will reveal themselves over the years. In the grand scheme of things, it is a very worthwhile investment.* **”**

Financials

Where our funds came from:

Grants: 1,299,498 (85%)

Fundraising: 192,379 (13%)

Social Enterprise:

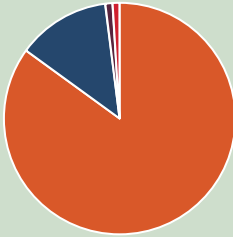
15,424 (1%)

Programs:

13,201 (1%)

Total:

1,520,502



How we used these funds (Expenses):

Supports and services:

661,238 (58%)

Properties and Facilities:

74,621 (7%)

Fundraising:

73,484 (6%)

Social Enterprise:

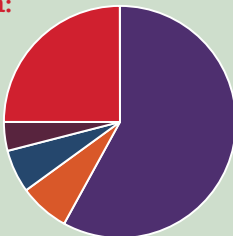
51,375 (4%)

Administration:

281,951 (25%)

Total:

1,142,670



These charts are a partial representation of our complete audited financial statements. You can view these statements in detail by visiting our website www.autism.nf.net, emailing info@autism.nf.net or giving us a call at (709)722-2803

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@AutismSocietyNL



Autism Society
Newfoundland & Labrador

Thank You

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Phantom Four
Hair Factory
Wilson Family Foundation
RBC
Exxonmobil
Fry Family Foundation
Autism Nova Scotia
Sinneave Foundation
Powell's Supermarket
Barbara Fong
Oceanex
Brian Ramjatten
Marco Limited
Browning Harvey Ltd.
Gail Hamilton

Gail Penney
Gloria Parsons
O'Regan Agencies
Ida Pike
Isabella & Bill Campbell
Chris & Paula Collingwood
Doug Moores, Q.C.
Vic & Eileen Young
Elinor Gill Ratcliffe
Greta Melville
Jo Mark Zurel
Jean Dawe & Ron McCabe
John Ryan
Lynn Burry
Pamela Pippy

Michelle & Kevin Sullivan
Paul & Renee Antle
Tom & Sharon Collingwood
Tamara & Ches Penny
Patten Family Foundation
QE Pioneers
Pamela Meester, Stella & Dot
Piper's
Atlantic Star NL Bingo
Hudson Warren & Family
Iron & Earth
Trades NL
Government of NL
ACOA
Nalcor Energy

Active for Autism



Despite the challenges of
COVID-19, teams managed

**to surpass our
fundraising goal!**

