

Annual General Meeting Report 2013

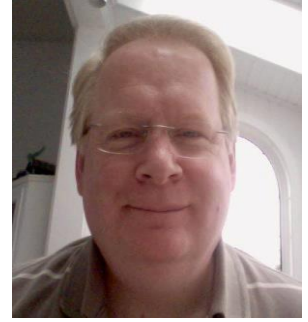


AUTISM SOCIETY
OF NEWFOUNDLAND AND LABRADOR
A Place to Grow.



PRESIDENT'S REPORT ... *John J. Barry*

During the past year the Autism Society, Newfoundland and Labrador (ASNL) has enjoyed a positive, focused renewal, with significant achievements throughout the organization and across the province. It was an outstanding year in many ways and everyone — our committed and professional staff, dedicated volunteers, board of directors, members, individuals and families and partners—played a big role in our success.



ASNL elected a new board in November 2012, and it worked this year to improve transparency and accountability. Initiatives included: developing a multi-year strategic plan with clear, measurable goals for the future; initiating Key Performance Indicators (KPIs) for all aspects of the organization to ensure goals are being met; finalizing Chapter Agreements with partner groups throughout the province; undertaking a governance review; carrying out a client satisfaction survey to help us focus and improve programs and services; developing a comprehensive advocacy strategy; and posting quarterly board reports as well as summaries of board meetings on ASNL's website.

Our new Executive Director, Scott Crocker, was hired in January, and has capably and effectively lead his team in providing programs, services and supports in St. John's and throughout the province. Highlights include: reorganizing staff to streamline and enhance operations; training of staff in the TEACCH program (including Train the Trainer); working with our volunteers to deliver a very successful year of fundraising; providing varied and well-received programs and services to hundreds of clients throughout the province; working to raise issues of importance with government and other agencies; partnering with groups to assist people living with, and affected by autism; and beginning to enhance our supportive employment programs and the property and facilities at Shamrock Farm, our provincial headquarters.

As always, there is no shortage of work to be done to raise acceptance and awareness of the issues facing individuals and families living with autism. Wait times for new diagnoses, appropriate supports in the school system and in the community, support and service options for adults, appropriate awareness and training for those providing services to people with autism all still require focused and committed work. ASNL is working on being a more effective advocate, and will be developing a structured and cooperative approach to these issues (and more) in the very near future.

ASNL, by almost any measure has had a successful and effective year. As we approach our Annual General Meeting in November, it is clear that we managed to begin a new chapter in the organization's history, charting a clear path to an even more exciting future. While much work remains to be done, there is enthusiasm for the challenges ahead, dedication to ensure that goals are met, and a strong commitment to the individuals and communities we serve.

I would like to take this opportunity to thank the many people who helped our organization succeed this year. To my colleagues on the Board of Directors, thank you for your hard work and dedication, for your long hours and selfless volunteer effort. To Scott Crocker and his staff, thank you for your professionalism, your enthusiasm and your commitment to making ASNL 'the best it can be'. To our volunteers, thank you for your ideas, your energy, your unfailing good will and your focused efforts—ASNL would not be what it is without you. To our partners, thank you for your unwavering support; so much that we do is made possible only by your vision and generosity. Finally, to our members and to all those living with and affected by autism; thank you for helping us as an organization to find our way, to always strive to be better. You are our inspiration and our motivation. Everything we do is because of you.

Board of Directors, 2012

At Large

Rick Audas
John J. Barry
Michael Byrne
Angela Decker
Tamara Downey
Derrick Hanrahan

Mark LaCosta
Joe McKenna
Linda Penney
Dr. Fereidoon Shahidi
Self-Advocate
Tom Jackman

Eastern Region

Connie Robertson

South Central Region

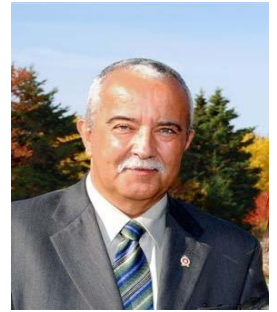
Elizabeth Barlow

Western Region

Karen Flynn

EXECUTIVE DIRECTOR'S REPORT ... *Scott Crocker*

I have developed a real sense of pride about the work done at Autism Society, Newfoundland and Labrador (ASNL). There is a commitment to working with persons with autism of all ages and abilities, and their families, to enhance their development, independence and participation in the community. I have learned much about the history of the Autism Society and its rich tradition of outreach and service delivery throughout the province.



2013 has been a year of stability, growth and accomplishment. A solid foundation has been laid to increase organization focus, efficiency and effectiveness during the next five years. There is a 3-5 year Strategic Plan, an Annual Advocacy Plan, stronger financial controls, use of 'best practices' in all aspects of our work, and transparency and accountability to those we serve, our funding partners, and the broader community. Professionals on staff are working hard to ensure human and other resources are used to deliver programs and services that meet our clients' social, vocational, rehabilitation, and recreational needs. Each semester, data is gathered through the parent feedback program. Responses are carefully reviewed, analyzed and shared publically in our Quarterly Report, leading to improvements in day-to-day practice.

During 2013, ASNL's Board of Directors undertook a comprehensive review of its governance practices. Through this renewal process, the Board has developed a strong structure and effective by-laws that will guide directors and staff in the coming years. I thank the directors for your commitment to the renewal process. A professional, progressive Board of Directors and a competent, dedicated staff working together with support from the membership can indeed further our reach and fulfil our mission.

I want to thank the Board of Directors and it's Executive for the support and encouragement given me this past year. It is through teamwork that great things are accomplished. Thank you as well to staff members, donors, sponsors, funders, and volunteers. Your efforts have made 2013 enjoyable and rewarding.

Administrative Council

Scott Crocker, Executive Director

Alex Collins, Manager, Finance & Administration

Kendra Thornhill, Manager, Programs & Services

Greg Knott, Manager, Revenue Development

Tom Taylor, Manager, Property & Facilities

Treshana Gosse, Regional Coordinator (East)

Kim McDonald, Regional Coordinator (South Central)

Kelli Lannon, Regional Coordinator (West)

Sharon Snow, Chef/Manager, Pantry Café & Catering

Our Vision

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

Our Mission

ASNL is dedicated to promoting the development of individual, lifelong, community-based supports and services for people with autism spectrum disorder, their families, and caregivers

Our Values

ASNL conducts 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 they 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.

2013 Highlights

Autism Society, Newfoundland & Labrador touched the lives of over 250 clients and their families in 2013. Here are some of the highlights:

- ASNL established as a 'policy board' with Executive Director responsible for daily operations
- Chapter Agreement finalized and adopted by Board and regions
- Human Resources Manual revised and updated
- Adopted 3-5 year Strategic Plan and Annual Advocacy Plan flowing from it
- Reviewed organizational governance (with detailed by-law review)
- Internal Annual Plan and Fiscal Year Budget
- Internal Quarterly Reports on Key Progress Indicators (KPI's)
- External Quarterly Reports about progress on goals and a financial summary YTD
- Adoption of new logo, letterhead, envelopes, business cards; review started on ASNL webpage
- Increased advocacy and marketing initiatives with greater use of varied public media
- Summary of govt. services produced for persons with autism and their families
- Staff numbers reduced and then realigned to create efficiencies
- Social enterprises expanded – The Pantry Café, The Garden Centre, The Community Garden
- Local office opened by Marystown Parent Support Group
- Revision of Parent Orientation Package
- Increased collaboration with government and community partners
- Growth and expansion of Parent Support Groups in Happy Valley-Goose Bay and Labrador City
- Summer Camp Program in Avalon Region (housed at Camp Hazelwood)
- Secured \$60,000 Ron Joyce Foundation Grant over next 3 years to guarantee continued family summer camp experiences for other three regions
- Four members of ASNL's team presented Queen's Diamond Jubilee Medals
- Dedication and official opening of Edward P. Ronayne Rotary Berry Garden
- Offering professional development to teachers in school setting
- United Way Grant for nearly \$28,000 – for the second year in a row

TREASURER'S REPORT, FISCAL 2013 ... *Joe McKenna*

Audited financial statements outline the financial operations of ASNL and are prepared as per strict accounting rules which mandate their presentation. This report presents information in an easily understood manner while providing context to the numbers.



Financial Position

The Autism Society's financial position remains strong, with sufficient resources to both deliver on its mission and maintain the Shamrock Farm property and facilities. In previous years the society received donations, the use of which is restricted to repairs and maintenance of the Elaine Dobbin Centre, property and other facilities onsite, and not for general operations. These are shown as Investments (\$710,843) on the statement of financial position.

The Money Sources

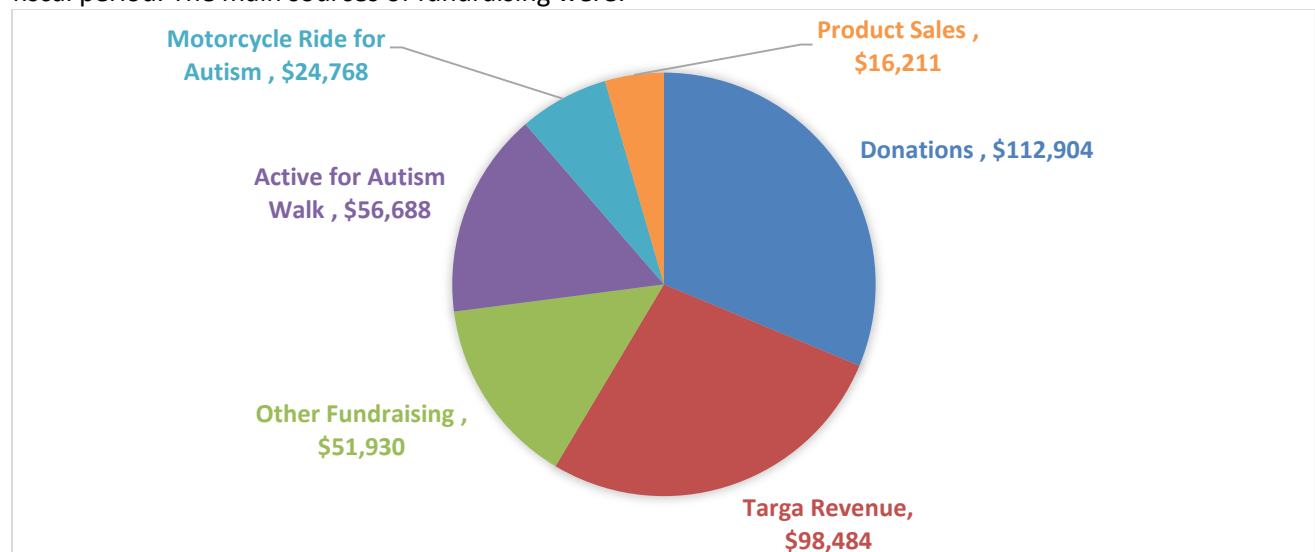
Grants, Program Fees and Other Income

A significant portion of ASNL's revenue is received as grants from the provincial government, a portion of which is specific to the Supportive Employment Program. In addition, the society received grants from other sources which help support mission delivery.

The Autism Society operates The Pantry Café & Catering at the Elaine Dobbin Centre. In addition to providing training and employment opportunities for the Supportive Employment Program, it also helps with ASNL's visibility in the community and helps generate income for the society.

Revenue Development

The Autism Society continues to rely on fundraising to support its mission and raised \$360,985 during the fiscal period. The main sources of fundraising were:



Management and the Board of Directors continually monitor and review fundraising activities to ensure the costs associated with all fundraising activities are appropriate.

Where Money is Spent

Excluding costs of fundraising and amortization, expenditures of the society amounted to \$1,400,317.00. The largest area of spending was on salaries (69%) since ASNL delivers on its mission through people. The society engages staff to deliver programs at our provincial office and three regional offices, deliver outreach activities, advocate for persons with autism and their families, support fundraising activities and administer all aspects of the society's business. During the fiscal period, the staff averaged 28 individuals.

Other main areas where costs were incurred include supplies for the programs delivered, professional development and training for staff, rent of office space in the regions, operating cost of The Pantry Café & Catering, overhead costs associated with operating four offices, and governance of the society. It should be noted that amortization is a non-cash item and reflects use of the society's assets (mainly the Elaine Dobbin Centre) which were paid for in prior years.

Internal Controls

During the fiscal period April 1, 2012 to March 31, 2013, the Board of Directors directly – and through the Finance and Risk Management Committee - implemented an internal control framework for ASNL's financial operations, both to safeguard cash and maintain the reputation of the society.

The Autism Society is committed to sound financial management and will continue to strive to prudently manage resources and expenditures. On behalf of the society, thank you to our donors and volunteers. Your commitment, dedication, and continued support make our work possible.

The information in the financial report is extracted from the Society's full financial statements for fiscal year ending March 31, 2013, on which our auditors, Noseworthy Chapman, have reported. A copy of the audited financial statements is available on our website www.autism.nf.net

NL Hydro Makes Donation to ASNL!



The Value of a Volunteer

Volunteering is about helping. It's about giving, not taking; about contributing, not counting. ASNL's volunteers exemplify this spirit. Volunteers help ensure that every participant is able to take part in activities associated with particular programs. ASNL wishes to recognize the volunteer efforts of **Miranda Ramjattan**.

She has been volunteering with programming since mid-2012, however, Miranda's support started long before her involvement with programs. She began with helping at fundraisers and events. She is a fourth year psychology student at Memorial University and is actively pursuing a career in medicine. She also currently works as an Early Intervention Program ABA Therapist.

Miranda has been a consistent volunteer in the Social Thinking Program over five semesters. Her volunteer support in Social Thinking has been with various age groups, as well as helping with social events like parties, dances, and gatherings. She coordinates her schedule to help whenever needed. Miranda has a vested interest with Social Thinking. She has worked with some participants in this program and has witnessed the progress in positive social behaviours. She actively reads and researches the program and applies the lesson plan that Samantha Hennebury, Social Thinking Coordinator, creates. Her active involvement over the last five semesters has proven to be most helpful, not just with the daily lesson, but her connection with participants enrolled.

She has the respect of all program staff and the participants that she interacts with. Thank You Miranda!



"You make a living by what you get, but you make a life by what you give." Winston Churchill

Professional Development Supports Staff Commitment

Professional development activities at ASNL are designed to support excellence, new learning and innovation in the delivery of client-centred services. Staff members from Programs & Services Division participate in various courses and conferences as part of our ongoing commitment to maintaining standards and our support for continuous learning.

In 2013, this included attending the Michelle Garcia Winner Conference that was hosted by ASNL. All staff attended the Social Thinking Conference held in St. John's in March 2013 with more than 200 other professionals working with persons with autism and their families. Two key staff, Dr. Lee Marcus and Susan Boswell, from Division TEACCH, University of North Carolina, visited St. John's in June 2013 to train all of our programs staff in Structured Teaching. Three of our highly skilled staff, soon to be designated "Practitioners", led the training.

The Autism Society also supports research initiatives as another aspect of professional development and participated in a project with Professional Development and Conferencing Services at MUN. It surveyed varied medical practitioners around the province as to their PD needs related to autism and a three-year plan was developed. The report was presented to the Minister of Health & Community Services in April 2013. The Council is committed to supporting continuous learning to ensure our clients receive excellent service from competent, professional staff.



Roma Ryan (I) Donates Quilt in Honor of Aiden O'Leary

Fundraising

Our supporters

We at ASNL, and Elaine Dobbin, Patron and Honorary Board Member, extend our sincere thanks to every business and organization that donated up to \$2000 to Autism Society, Newfoundland & Labrador in 2013. You play a vital role in creating better lives for all persons with autism and their families.

Donor information has been carefully reviewed for accuracy. We sincerely apologize if there are errors or omissions and ask that you contact our Revenue Development office at 709-722-2803, ext. 227 if you note any inaccuracies.

We wish to also thank all those individuals who generously donated cash and/or items in support of many fundraising events throughout the year.

Alteen's Jewellers	Investors Group-Dennis Rose	Notre Dame Agencies –
Atlantic Business Magazine	Jackman's One Stop	Grand Falls-Windsor
Auto Parts Network	Jim Penney Honda	OCI
Baccus MC	LCHS Reunion Committee	Patsy's Mini Mart
Bank of Montreal	Lewisporte Notre Dame	Peter Pan Child Care
Beltone Audiology	Agency	PJ Sports
Blackmore Law Firm	Kittiwake Snowmobile & ATV	Provincial Business
Blue Knights	Association	Equipment
Carol Wilkes Textiles	Kiwanis Club of Grand Falls	Reid's Insurance
Carton Lane	KM Designs	Riverwood Inn
Central Pharmacy	Labatt Breweries	Riverview Motors
Church of the Good	LCHS Reunion Committee	Rotary Club of Grand Falls
Sheppard (Mount Pearl)	Lion's Club (Badger's Quay)	Scotiabank
Clarenville Events Centre	Lion's Club (Bishop's Fall's)	Seabright Financial Services-
College of the North Atlantic	Lion's Club (English Harbour)	Springdale
Cooperators	Lion's Club (Gander)	Signs 1 st
Creed RC	Lion's Club (Marystown)	Ski White Hills
Disciples MC	Lion's Club (Musgravetown)	Sobey's Inc
DSS Enterprises	Lion's Club (Random Island)	Steers Insurance - Springdale
Enactus, MUN	Lion's Club (Sunnyside)	Springdale Foodland
EW Adams and Sons Ltd	Marsh Motors	St. Jude Hotel
Extended Stay Canada	Mercer's Marine	Stoneville/Change Islands
Gander Toyota	Mid Island Animal Health	United Church
GBS Communications	Center	St. Peter's Elementary School
Golden Ticket Party Rentals	Morgan Printing	Teck Duck Pond Operation
Grand Falls Realty	Motion Six	Thruway Recreations
Helen Tulk Elementary	Murph's Café	Triple A Reality
Honda Canada	Newfoundland Chocolate	The Hair Salon
H&R Block	Company	The Sign Factory
Hunter's Framing and Gallery	Newfound Resources Ltd	The Western Star
Hunt's Concrete	North Atlantic	Town of Clarenville
IBEX Fuels	Northern Rangers	Walmart
In The Box Media	Nortrax	Wayne's Pharmacy
Productions		Yahoo's Trailside Saloon

MAJOR GIFTS

We extend sincere thanks to these supporters for contributions of more than \$2,000 in 2013.



Clarenville Lions Club

Eimskip

Islander RV

Johnsons Concrete

Marine Institute Newfoundland and Labrador

Police Curling Association

Presidents Choice Children's Charities

Rifflin Hitch Lodge

Rugged Edge

Southern Shore Mothers

Western Memorial Regional Hospital

Ultramar

One Testimonial....

When Matthew was first diagnosed with autism in 1994 we were told he would never talk, he would never attend a regular school, he would never graduate high school and he would never be able to work or live independently from us. How wrong that doctor was!

With the help of the ASNL and its Supported Employment Programs, Matthew has blossomed into an independent young man. He does talk. He did go to a regular school. He did graduate from high school. And today, thanks to the training and assistance he received during the Supportive Employment Program, Matthew is working. He's making his own money that he can spend however he wishes. He can walk into a store, pick out whatever video game or snack he wants, and then he goes to the cash and talks to the cashier, and he pays for it himself.

His job, which he looks forward to everyday, has given him confidence and has put him in everyday situations that reinforce the basic social skills we take for granted. Without ASNL programs Matthew would be sitting home at his computer or playing video games. Instead, he is a happy productive member of society who enjoys going to work like his dad, who loves being able to buy the newest video game as soon as it comes out, and who once a week says, "Mom, can I buy you some lunch?"

Our depth of gratitude and appreciation for ASNL and all who work there cannot be properly expressed in words. So, I guess I'll have to settle for saying, "Thank you for helping Matthew become the wonderful, independent young man I always knew he could be."

Sherri and Chad Rowsell (mother and father of Matthew Rowsell) - Matthew was employed as the custodian at the Fluvarium and is currently custodian at the Elaine Dobbins Centre.

OCTOBER IS AUTISM AWARENESS MONTH



Front (l-r): Hon. Clyde Jackman, Minister of Education; Gerry Panting; Hon. Susan Sullivan, Minister of Health & Community Services; Kieran O'Keefe; Hon. Joan Shea, Minister of Advanced Education & Skills; Kathleen Clarke.

Back (l-r): Keith Clarke; Sean Panting; John J. Barry, President, ASNL; Chris Dedde, Outreach Coordinator, ASNL; Kendra Thornhill, Manager, Programs & Services, ASNL; John O'Keefe; Scott Crocker, Executive Director, ASNL

Supporters of Autism Society, Newfoundland & Labrador



Board of Directors – Committee Structure

Executive Committee

John J. Barry, President
Connie Robertson, VP
Rick Audas, Secretary
Joe McKenna, Treasurer
Scott Crocker

Finance & Risk Management

Joe McKenna, Chair
Connie Robertson
Alex Collins, Manager, Finance & Administration
Scott Crocker

Governance & Communications

Elizabeth Barlow, Chair
John J. Barry
Joe McKenna
Mark LaCosta
Linda Penney
Connie Robertson
Scott Crocker

Programs & Services

Joe McKenna, Chair
Rick Audas
Dr. Fereidoon Shahidi
Kendra Thornhill, Manager, Programs & Services
Scott Crocker

Advocacy

Scott Crocker, Chair
Angela Decker
Karen Flynn
Tom Jackman
Dr. Fereidoon Shahidi
Chris Dedde, Outreach & Programs

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