



Annual Performance Report 2015 - 2016

Making a Difference



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Message from the Executive Director

Autism Society, Newfoundland Labrador, continued to offer a broad range of services and supports during 2015-2016. They included programs in Social Skills [Social Club, Social Thinking, Drop-In Playgroup], Life Skills [Adult Leisure, Cooking Class], Career Services [Transitions, Ready, Willing and Able (RWA), Students Transitioning into Employment and Post-Secondary Education (STEP), EmploymentWorks Canada (Worktopia)]; Outreach [Connections, Sibling Workshop, Parent/Family Support Groups]; and Community Access [onsite recreation programs like Sensory Art and Music Therapy; and offsite recreation programs like 1:1 Swim, Bowling, Rainbow Riders]. Following the release of Needs Assessment Survey Report, 2015, ASNL put an increased focus on program options for pre-school children and adults, with a prioritization of efforts around increasing employment, volunteer and educational opportunities for adults with autism. The result has been a readjustment in human resources after successfully accessing major foundation grant funding to achieve ASNL's goals.

The autism community, and those who provide services to it, have greater access to ASNL than ever before.

However, the provincial government has maintained its core funding at the same level as the previous three years, at \$507,500 per annum from Children, Seniors and Social Development; and another \$143,000 per annum from Advanced Education, Skills and Labour, which is earmarked for the supported employment program. The remaining \$1 million of our annual operating budget has to be raised in the community by staff and volunteers.

We at ASNL are proud of all we accomplish with limited funding support. However, in the present economic environment, raising budgeted revenues has been exceptionally challenging. Securing adequate core funding from government remains a serious challenge for management. Recruiting and retaining highly skilled and trained staff; enabling them to further their learning through professional development opportunities that better enable them to provide improved services to our participants; both have become too difficult with core funding covering just 40% of operational expenses associated with providing programs, services, supports, outreach and advocacy throughout the province. Thankfully, great support from our community partners has allowed us to continue addressing the most urgent needs. We employ four young adults with ASD at the Elaine Dobbin Centre,

regular employees with full benefits, and we employ another seven young adults and one volunteer in our Transitions Program (pre-employment and volunteer readiness preparation) seasonally, for three-four months.

Social enterprise initiatives continue to have positive impacts. They lead to increased revenue for ASNL but more importantly, they provide real job skills training for participants and make vital links to the workforce.

Real skills learned in the onsite workplace 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 2016 ends. And, we have research showing the significant economic impact that ASNL has on the economy of the province. We are contributors in more ways than many believe!

In Fiscal Year 2016, ended March 31st, an average of 275 clients in each of 4 semesters received a total of 21,319 hours of programming; more than 13,983 people received nearly 2,226 hours of outreach services in 15 hub centres around the province [as compared to just 3 hub centres previously].

ASNL helped transform lives
and gave hope for brighter
futures to hundreds of families.

Launched in March on Western Region's Northern Peninsula, the sessions reached 873 First Responders in 17 communities: Rocky Harbor, Flowers Cove, Corner Brook, Kippens, Port Aux Basques [Western Region]; Springdale, Harbour Breton, Grand Falls-Windsor, Gander, Fogo Island [South Central Region]; Port Rexton, Come by Chance [Eastern Region]; Carbonear, Hearts Delight, Placentia [Avalon Region]; and Labrador City and Churchill Falls [Labrador Region]. The sessions resumed again in November and will see the same outreach services delivered in other parts of Labrador and the remainder of Avalon Region.

Critical to our capacity to meet significantly increased needs are our many funding partners and supporters; they make our work possible. They include our federal [Atlantic Canada Opportunities Agency; Service Canada] and provincial government funders [Children, Seniors and Social Development, Advanced Education, Skills and Labour]; 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 help with program delivery, special events, revenue development and advocacy campaigns, and other activities throughout Newfoundland and Labrador. Together, we are nurturing potential!

Scott Crocker

Executive Director

Autism Society, Newfoundland Labrador

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Governance Overview



Board of Directors 2015-2016

At Large

Joe McKenna, **President**
 Suzanne Kenny, **Vice-President**
 Matthew P. Dove, **Treasurer**
 Chad Perrin
 Kim Maher
 Susan Gould
 Derrick Hanrahan
 Angela Decker
 Darren Tulk
 Roger Kennedy

Self-Advocate

Tom Jackman

Eastern Region Rep

Connie Robertson

South Central Region Rep

Victor Shea, **Secretary**

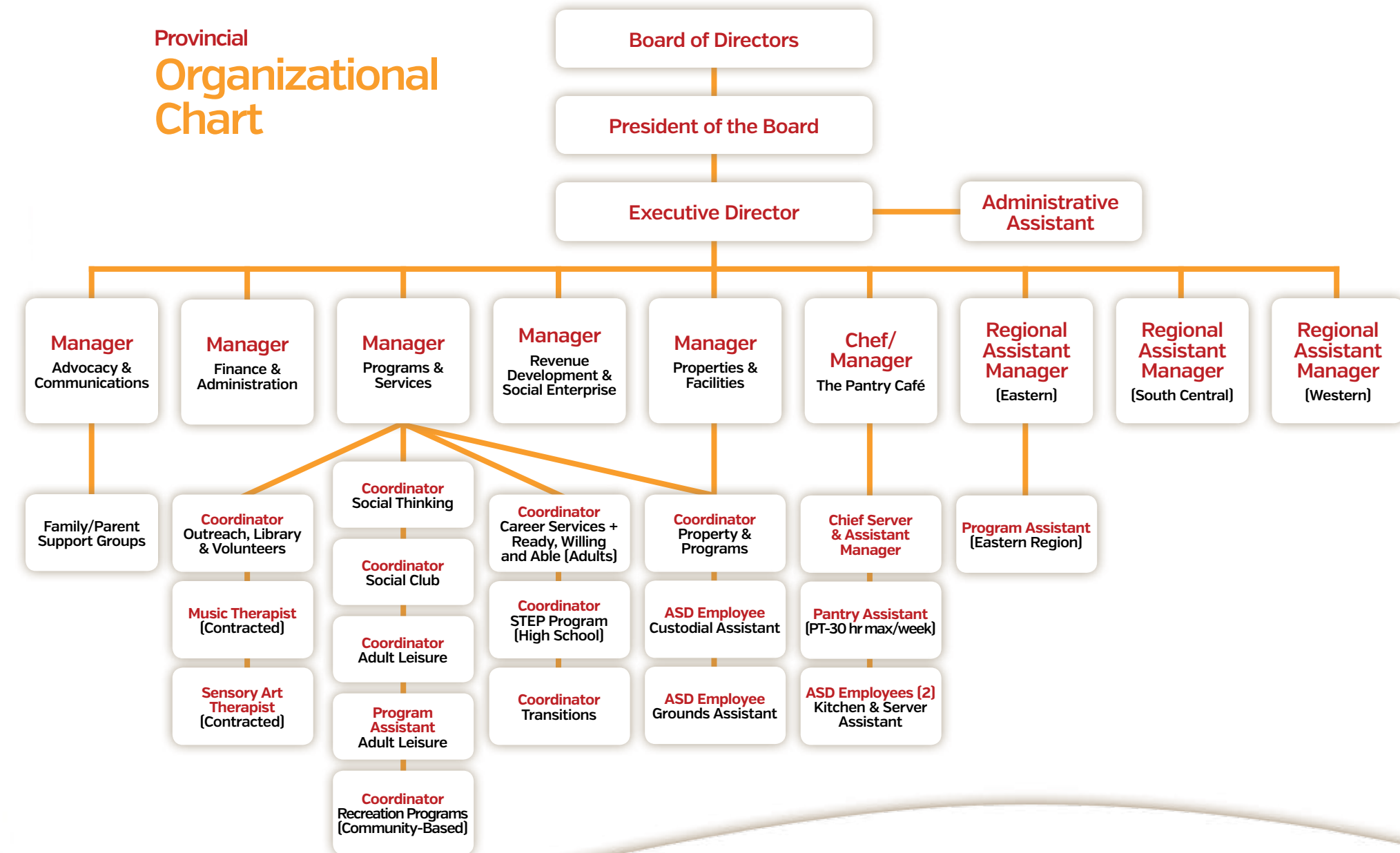
Western Region Rep

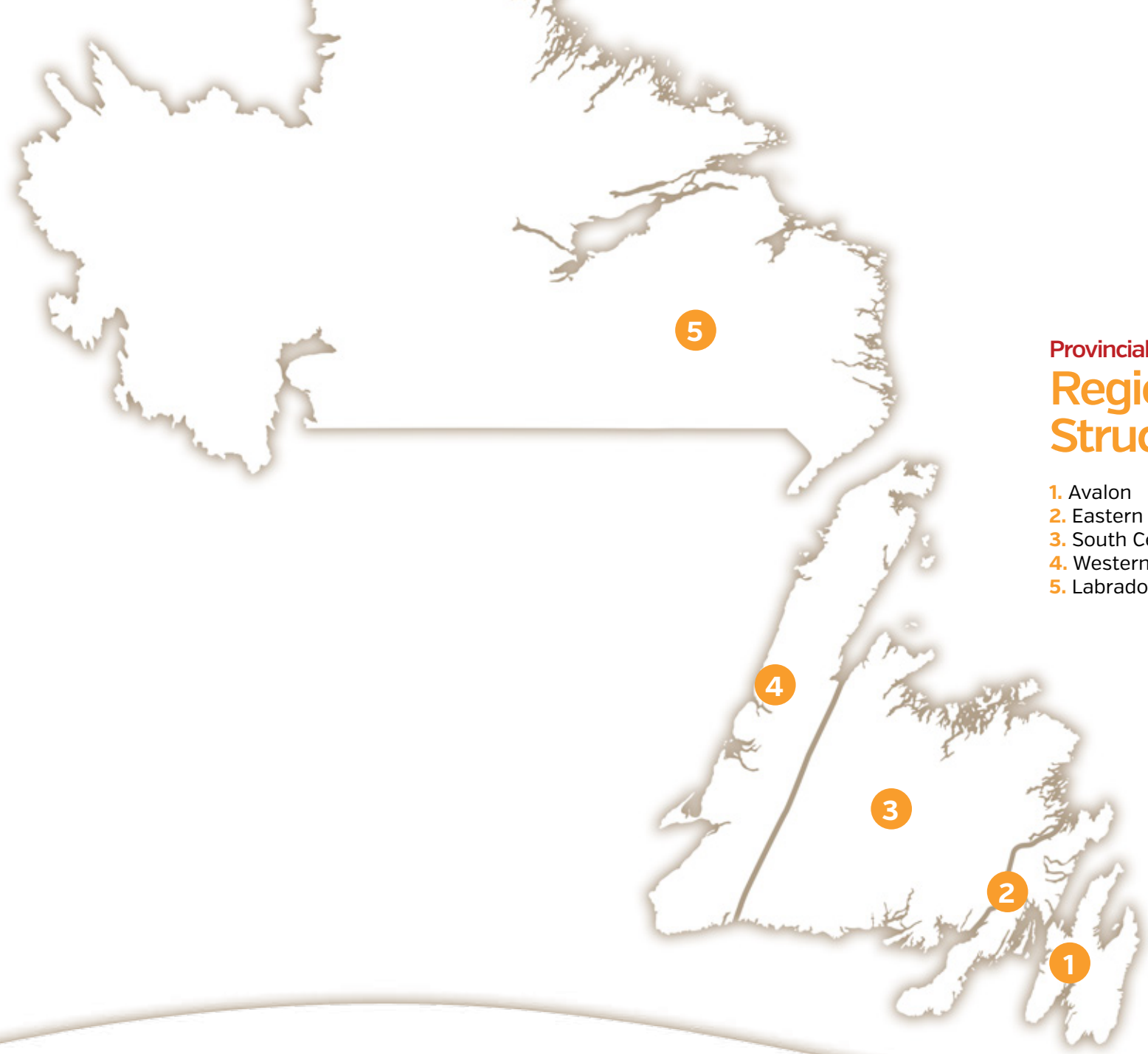
Mark LaCosta

Senior Management

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

Provincial Organizational Chart





Provincial Regional Structure

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

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About Us



Vision, Mission, Values, Goals and Priorities

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, 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 needs.

Acceptance: We accept individual differences, opinions and needs.

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

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

Respect: We treat clients/members and co-workers in a courteous and considerate manner; we 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 Autism Spectrum Disorder and their families; increase awareness and understanding of Autism Spectrum Disorder; increase acceptance of, respect for, and participation of, individuals with ASD.
- 2. Programs, Services, Supports and Interventions:** Provide, support and encourage the delivery of quality programs, services, supports and interventions for those affected by ASD; provide and promote employment and volunteer 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.

Organizational Ends

ASNL's master end is to see "all those affected by ASD living a healthy and happy life, to their full potential".

The four prioritized strategic ambitions for ASNL flow from this master end:

- 1.** All those affected by ASD are accepted within their communities
 - 1.1** The community is aware of ASD and how it affects individuals from varying perspectives
 - 1.2** Businesses and organizations are "autism" friendly
 - 1.3** Employers understand the strengths and capabilities of individuals with ASD and are open to potential employment opportunities
 - 1.4** Community living options are available
 - 1.5** Peer support groups and networks are available
- 2.** All those affected by ASD are aware of and have the ability to access effective services and supports
 - 2.1** Individuals, families and caregivers affected by ASD are aware of and able to navigate the system to access helpful programs and services
 - 2.2** Individuals, families and caregivers affected by ASD are properly equipped to transition through all life stages
 - 2.3** Criteria to access programs is fair and helpful
 - 2.4** Siblings having sufficient separation to live and fulfill their own potential

3. All those affected by ASD are able to obtain the necessary skills and abilities to achieve success in their everyday lives

3.1 Individuals with ASD have the skills and ability to live independently to the best of their ability

3.2 Individuals with ASD are able to self-advocate to the best of their ability

3.3 Individuals with ASD have a sense of self-confidence and worth

3.4 Appropriate recreational/social opportunities are available

3.5 Individuals with ASD have the requisite employment skills to find meaningful work opportunities

4. All those affected by ASD are effectively supported and assisted by community stakeholders

4.1 Stakeholders adopt a more integrated, collaborative approach to providing supports and services

4.2 Appropriate supports, therapies, programs, and services are in place across the entire lifespan

- Families understand what to do and how to cope with a new diagnosis
- Early intervention and appropriate treatment programs are in place at the right time for maximum effect
- All programs and services are accessible and accommodations are in place to reflect the needs of individuals with ASD and their families

4.3 An education system willingly equipped and resourced to accommodate the specific needs of individuals with ASD so they learn to their full potential

4.4 Childcare and respite programs are available, accessible and affordable

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Programs

Highlights

During 2015-2016, the Autism Society's operational plan focused on completion of components of Strategic Plan 2013-2016 and developing a new Strategic Plan, 2017-2019. Challenges with increasing demand, inadequate core funding from government and declining budgeted revenues from fundraising and grant applications were evident throughout the organization. Too little revenue affects the entire operation and ASNL's delivery of programs, supports, services and advocacy. There were still significant accomplishments. This section outlines some key program highlights in just two of ASNL's offerings: Adult and Pre-School Programs. The ASD community highlighted a need for more programming for these age groups in our recent Needs Assessment.

1. Adult Programs

Ready, Willing and Able (RWA)

Autism Society, Newfoundland Labrador, in collaboration with the federally funded program ***Ready, Willing and Able (RWA)*** launched its "Autism Job Seekers Database" to help connect adults in St. John's Metro Area with ASD to paid employment opportunities developed by RWA. ASNL recruited and hired a 0.50 FTE Coordinator, Career Services. She worked with a Labour Market Facilitator (LMF) that ASNL shared 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

Students Transitioning into Employment Program (STEP)

The STEP Program is a pilot project in the St. John's Metro Area that is funded by Ready, Willing and Able (RWA) and was jointly implemented by the Autism Society, Newfoundland Labrador (ASNL) and the Newfoundland and Labrador Association for Community Living (NLACL), in partnership with the Newfoundland and Labrador English School Board (NLESD) during the 2015-16 school year. STEP is an individualized program designed to bring much needed pre-employment training opportunities, exploration and first-job experience to school-leaving age students with Autism Spectrum Disorder. 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 mentorship and/or paid summer employment opportunities.

Two transition coordinators were recruited, one working with ASNL (1.0 FTE) and the other with NLACL (1.0 FTE), and they began developing a pre-employment training curriculum in August, 2015. That curriculum focused 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.

Worktopia (Pre-Employment Program for Adults with ASD)

Autism Society NL applied for, and was successful, at being selected as one of two organizations representing Atlantic Canada and piloting a program that combines mentorship, job sampling and real work experience for 64 adults with ASD over a three-year period; it began in Spring 2016. There are 1.50 FTE positions (1 Coordinator, 2 Facilitators), funded by the Sinneave Family Foundation, Autism Speaks Canada and Federal Government. All costs relating to operations are also funded. It is an opportunity to further improve employment opportunities for adults with ASD!

Transitions (Pre-Employment Program for Adults with ASD)

One of the biggest challenges 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 individual participants and provide a full year of enriching community employment, volunteer and learning experiences. This program is funded through the Department of Advanced Education, Skills and Labour, Government of Newfoundland and Labrador.

The program uses approaches specifically designed for individuals with ASD to assist 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 or volunteer opportunities. Participants have two volunteer experiences each month, 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 post-secondary, volunteer and/or employment placement at the end of the program.

a. Food Services

ASNL employs three adults with ASD [1.5 FTE] in The Pantry Cafe. The 0.75 employee is a Kitchen/Server Assistant, and while assisting the Manager and Chef with daily tasks, learns important social and employability skills. The 0.50 employee is a custodian and the 0.25 employee is a bus person.

b. Property & Facilities

Two adults with ASD [1.5 FTE] are employed, one as a Custodial Assistant [0.5] and the second [1.0] 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 has six [6] participants per 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 [1.0 FTE] and a Program Assistant [0.75 FTE].

Participants gain valuable skills and experience through: community volunteer opportunities, centre-based training modules, individualized goal selection, and social thinking curriculum instruction. Participants have the opportunity to job shadow other employees with ASD who work at ASNL and learn the social and professional expectations of being part of a team.

d. Social Enterprises

ASNL operated two social enterprises in 2015-2016. The first is The Pantry Café [Food Services], a popular daily dining operation. The second is The Shamrock Garden Centre [Property and Facilities]; it includes the Greenhouse and its associated business lines of berry production, vegetable growing, and growing and selling plants and flowers, with or without handmade flower boxes; the production and sale of other wood crafts; the Community Garden, with 36 beds that are leased to people in the community annually - clients in this program plant, water, weed and harvest the vegetables; and, The Mobile Gardening Team, a small group that is contracted to provide gardening work for both residential and commercial clients in St. John's Metro.

2. Pre-School Programs

Programs are offered to persons with autism ‘across the lifespan’ in two of our four regions. Most are staffed by ASNL employees but some are staffed by community workers [i.e. recreational employees].

a. Community Access

Community Access Programs use education and recreational services to help people with ASD develop and use their leisure in ways that enhance their health, independence and well-being. Activities include Early Intervention Music Therapy (ages 2-4), Interactive Music Therapy (for adults 18+), Sensory Art Therapy (all ages and abilities), Bowling Club (all ages), 1:1 Swim Program (age 7+) and Equine Interaction (all ages). Recreation programs involve individuals with autism and their families in fun, enjoyable and meaningful activities, both at the Centre and in the community. Each program we offer attempts to address the deficits of ASD, namely socialization, communication and repetitive and restricted behaviors. Using community access initiatives, ASNL strives to have individuals with autism engaged in activities near, and with, their peers in the community.

b. Social Skills (Playgroup, Social Club, Social Thinking)

Coordinators use learning strategies that aim to invest people with cognitive social deficits with the capacity to encode and decode unspoken social conventions. ASNL's program focuses on these skills, and the development of successful social interactions in persons on both the ‘higher and lower needs’ ends of the spectrum.

The concepts covered include:

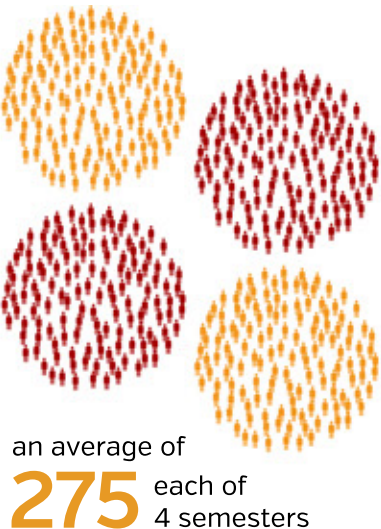
- Appropriate Social Interactions
 - Conversation Building
 - Problem Solving
- Perspective Taking
 - Emotional Understanding
 - Emotional Identification

The program is structured so that it is available to several age groups: pre-schoolers, primary school children, 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.

Numbers at a Glance

21,319

programming hours provided to clients in Fiscal 2016



Ready, Willing & Able (RWA) is a federal employment initiative for adults with ASD moving forward. The program's main tool is a Job Seekers Database and Career Counselling. At present, more than **40** adults are registered and seeking employment.



Program staff received Emergency First Aid/CPR training and CPI training

STEP



The Students Transitioning into Employment and Post-Secondary Program [STEP] is starting its **second** year



16 senior high students with ASD participated in the last school year



20 more are participating this year

ASNL selected to represent Atlantic Canada for



WORKTOPIA

Worktopia is a pre-employment initiative for 64 adults with ASD over 3 years, in partnership with The Sinneave Family Foundation, Autism Speaks Canada and the Federal Government.

- to date **14** adult participants have been involved
- each has had **12 work experiences** across 8 community partners
- **5 peer mentors** have worked with participants;
- **6 participants** have completed the program;
- **1** is attending post-secondary school; **3** are employed; **1** is self-employed; **1** is a regular volunteer in the community



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Advocacy & Outreach

Highlights

1. Advocacy

Autism Society, Newfoundland Labrador, 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; letters to the editor; presenting briefs to the Minister of Finance, Minister of Health and Community Services, and Minister of Children, Seniors and Social Development; and lobbying directly with MHA's on key issues affecting the autism community. ASNL increasingly uses social media to get its message out to the public. We work with families and adults on the spectrum to develop their self-advocacy skills. When needed, ASNL will advocate on behalf of individuals and families.

Public campaigns demanding movement on priority issues continued. Highlights included **Raise Your Hand: An Election Toolkit**, and the release of **It's Time: Position Statements 2016**; it was updated and includes an overview of each issue, our position and recommendations. ASNL continues to promote the **Voluntary Autism Registry**, in partnership with the Royal Newfoundland Constabulary, and the Flanker Press publication **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. Autism Awareness Month was kicked off at Pippy Park Hill, where members of the community took part in a **Flash Mob** where they spelled out the word 'Ask' on the hill. ASNL is encouraging people to 'Ask about Autism'. Misunderstandings are met head-on in an effort to better help the public learn more about autism and the experience of families. ASNL hosted a **Question and Answer Session** on YouTube with professionals who work with individuals with autism and a parent. It also had an **Information Booth** in several public areas where adults on the autism spectrum answered questions from those in the community.

Priority advocacy issues remain the removal of **IQ 70** as a criterion for providing services to those with autism and their families, and development of a **provincial autism strategy**; adding "medically diagnosed anxiety" to criteria for allocating Instructional Resource Teacher and/or Student Assistant time in the schools; providing much needed resources to adequately support inclusive classrooms; and increasing programs, services and supports across the lifespan for those affected by ASD, throughout the province; implementation of effective transition plans from high school into adulthood for individuals with autism; and increasing the core funding grant from government from 40% coverage of ASNL's annual operating budget to 100%.

2. Outreach

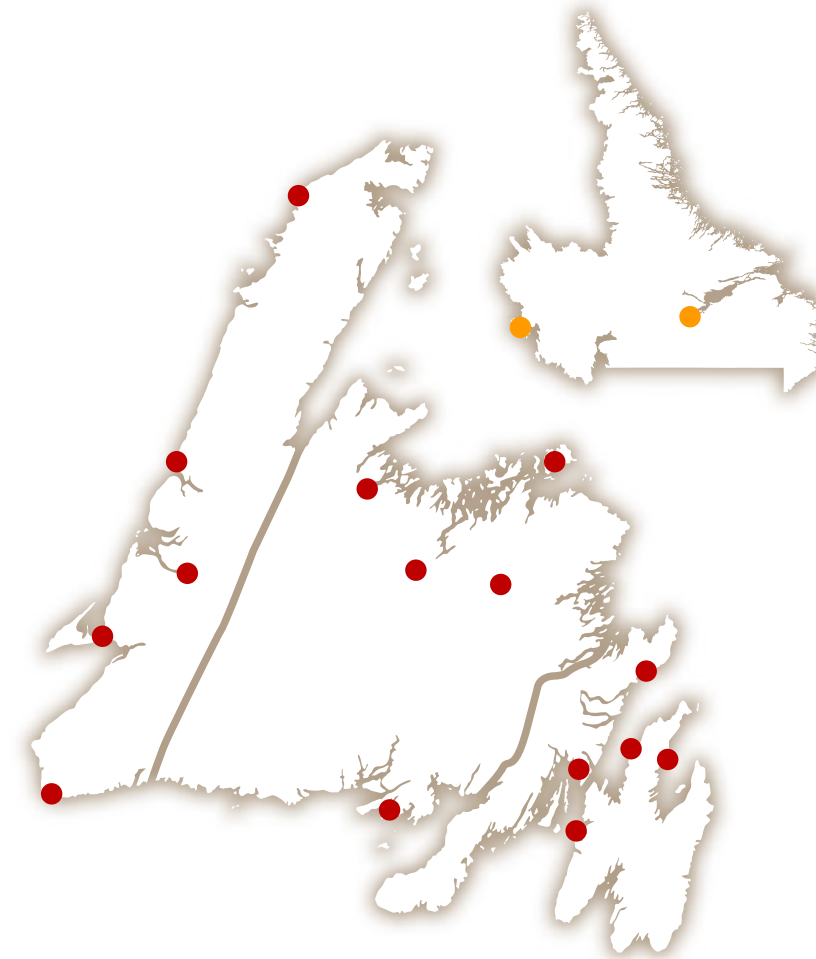
It involves the delivery of several programs and the coordination of services and resources. Outreach offers autism awareness and educational information sessions and assistance to members of the community, schools, organizations, employers, first responders and other professionals. Meeting the educational needs of our various publics involves overseeing conferences & workshops.

ASNL offers opportunities for families, parents and caregivers to meet monthly in the **Parent 2 Parent Network**, and adults with ASD meet regularly in a group called **Connections**. Brothers and sisters of those with autism can participate in a program called **Sibling Workshop**. 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.

ASNL engaged in a province-wide outreach initiative to **First Responders** in partnership with Newfoundland and Labrador Association of Fire Services. Launched in March on Western Region's Northern Peninsula, the sessions reached **873** First Responders in **17** communities: Rocky Harbor, Flowers Cove, Corner Brook, Kippens, Port Aux Basques [Western Region]; Springdale, Harbour Breton, Grand Falls-Windsor, Gander, Fogo Island [South Central Region]; Port Rexton, Come by Chance [Eastern Region]; Carbonear, Hearts Delight, Placentia [Avalon Region]; and Labrador City and Churchill Falls [Labrador Region]. The sessions resumed again in November and will see the same outreach services delivered in Labrador and Avalon Region.

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 daily operations in all regions.

Numbers at a Glance



Province-wide outreach initiative with

first responders

in partnership with Newfoundland and Labrador Association of Fire Services, launched in March in Western Region's Northern Peninsula, with sessions reaching **873** First Responders in **17 communities**: Rocky Harbor, Flowers Cove, Corner Brook, Kippens, Port Aux Basques [Western Region]; Springdale, Harbour Breton, Grand Falls-Windsor, Gander, Fogo Island [South Central Region]; Port Rexton, Come by Chance [Eastern Region]; Carbonear, Hearts Delight, Placentia [Avalon Region]; and Labrador City and Churchill Falls [Labrador Region]. Sessions did not occur during the summer months, but resume in November with visits to Labrador communities and then finish with visits to communities in Avalon Region. All sessions are facilitated by Eastern Regional Assistant Manager, Treshana Gosse, with the assistance of the local Regional Assistant Manager.



ASNL's annual conference "Coping with Anxiety and Autism Spectrum Disorder: Techniques That Help" in partnership with the Geneva Centre for Autism Training, occurred on November 7th, 2016 at the Holiday Inn;

Numbers at a Glance

2,226 hours of outreach services delivered to **13,983** people in **1,242** different events

Outreach services occurred in **15 'hub centers'** outside of the Avalon Region (compared to 3 regional offices previously)



70 hours

of volunteer service in the community by the Transitions participants



16 schools

on the Avalon Region requested and received Autism Awareness sessions/Teacher PD/attendance ISSP/IEP meetings for their students and teachers; we expect more school requests during the 2016/17 school year

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Social Enterprise





Highlights

The Pantry Café & Catering

The first was in Food Services; **The Pantry Café & Catering** is an established, very popular daily dining operation. It provides a service from 9:00 am – 3:00 pm, five days a week. It also provides catering services 7 days a week. Consistent with an emerging local-food ethic, The Pantry Café & Catering utilizes produce from the Greenhouse and Community Garden.

Initially it was geared toward skills development and training; it has since come to represent a significant revenue source. The current dining room area accommodates 34-36 people with peak times during the 12:00 – 2:00 pm lunch rush period. The current capacity generally results in a turn away rate averaging 3-4 patrons per day in the fall, winter and spring seasons and is higher during the summer, even with the additional use to a deck that can accommodate another 20 -25 patrons. The Pantry Café also provides catering for both in-house meetings and external events and functions, primarily soup and sandwich lunches.

The Shamrock Garden Centre

The second was in Property and Facilities; **The Shamrock Garden Centre** includes the Greenhouse and its associated business lines of berry production, vegetable growing, and growing and selling plants and flowers, with or without handmade flower boxes; the production and sale of other wood crafts; the Community Garden, with 36 beds that are leased to people in the community annually - clients in this program plant, water, weed and harvest the vegetables; and, The Mobile Garden Team, a small group that is contracted to provide gardening work for both residential and commercial clients in St. John's Metro. Further development and growth of this social enterprise means enhanced gardening operations, development of woodworking and other craft programs and provision of operating space for the existing "Mobile Garden Team". The Garden Centre acts as a point of sale for crafts, produce and flowers and will be a staging point a newly developed interpretive tour. The interpretive tour itself is an additional revenue source focusing on the unique attributes of Shamrock Farm.

The initial development of Shamrock Farm was grounded in an association with the former Kelly Farm and the themes of planting and growth. ASNL's focus on the Shamrock Garden Centre is an extension of that founding vision. The current 36 garden beds are part of ASNL's social enterprise offering, most sold for sponsorship at the annual Gala for \$500/bed. Sponsors have the option to a) plant and maintain the bed themselves and take the produce at the end of the season, b) have Garden Centre staff plant and maintain the bed during the season, providing the sponsor with the produce at the end of the year or c) alternatively, leave the planting, maintenance and produce from the bed entirely to the Garden Centre.

Produce from current garden beds, along with herbs and berries available on site, are used as local produce in The Pantry Cafe and/or it is sold, adding the dimension of social consciousness. While production volumes are not high, the costs of production are relatively low, meaning that Shamrock Farm produce enters the market place competitively priced. There are wild berries and fruit trees producing plums, apples, cherries and even pears. A modest amount of this was produced into jams, jellies and other preserves. While a limited volume is available, these are specialty products and capture a premium price, particularly in the fall craft and gift market. The Shamrock Garden Centre currently produces flowers and other plants for sale. Flower boxes are constructed as part of ASNL's activity programming. Flowers and plants are a perfect complement to the Shamrock Garden Center's other service offerings.

The Mobile Garden Team is a logical extension of the Shamrock Garden Centre and associated brand. First initiated in 2015, the mobile gardening team performs basic yard work, including preparing flower beds, planting and weeding, mowing etc. The Mobile Gardening Team will expand from seasonal to a year-round operation including autumn leave removal, winter snow shoveling and ice control, and spring clean-up. A different group of six adults with ASD gain seasonal employment each year, and two adults with ASD will gain permanent employment with this team.

Numbers at a Glance



1.5 FTE employees with ASD working at The Pantry Café

Pantry Café has gross profit margin of **72%**

Pantry Café contributes **\$26,769 Net** to ASNL - best performance since opening in 2006

\$15,000 in grant funding received in Fiscal 2016 from The Cooperators to promote and market ASNL's social enterprise, The Pantry Café

1.5 FTE employees with ASD working at Shamrock Gardening Centre
7 employees with ASD contracted to work seasonally for 3-4 months with the Shamrock Gardening Centre

The Mobile Gardening Team serviced **14 contracts** during late spring/early summer: **9** private residences and **5** commercial clients

The Shamrock Gardening Centre contributed **\$19,179** in revenue



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Revenue Development



Highlights

ASNL is aware that a diverse revenue development model provides a more sustainable financial base from which to continue its mission in communities across the province. Revenue Development identifies strategies and cultivates relationships and partnerships that develop revenue and resources to support organizational initiatives and programs that ultimately reach individuals and families affected by autism.

The Revenue Development department is responsible for developing and cultivating ASNL's fundraising program. Strong relationships with individual and corporate donors and supporters are critical to meeting fund development and stewardship goals. The Development Program is growing stronger because of effective gift acknowledgement and stewardship, including the creation of thank you letters, impact reports, and personal correspondence when appropriate.

The Revenue Development Manager writes grant/event reports and maintains accurate donor records through an online database.

Provincial events include the Motorcycle Ride for Autism in July-August and Active for Autism in October. In addition, there are multiple fundraisers held in each region by the Regional Office and/or by Parent Support Groups. All funds that are raised in any region stays in that region – and all the money raised stays in the province. Third party events have grown in popularity and account for the greatest increase in donations to ASNL.

Numbers at a Glance



\$522,684

in 'net' fundraised dollars during the fiscal year





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Report on Performance (KPI's)

Research

A research team from Memorial University of Newfoundland completed a **Needs Assessment Survey** of the autism community in the province. Commissioned by ASNL with financial support from Mitacs, the final report was presented on September 30th. It will drive directions and help prioritize advocacy/outreach and programming issues for the organization perhaps for the next 8-10 years.

The Autism Working Group, initiated and co-chaired by ASNL, released its research report in 2012. Titled **Continuing Professional Development Plan (for Healthcare Workers)** and completed by MUN's Professional Development and Conference Centre [PDCS] with funding support from Autism Speaks Canada, it detailed a 3-year professional development plan, fully costed, that can be done online whenever convenient for doctors and others healthcare practitioners. It was presented to the Minister of Health and Community Services in early 2013.

Meeting the needs of those affected by autism living in rural and remote areas in the province is challenging. Research funding has been requested from both Max Bell Foundation and International Grenfell Association to complete research in partnership with Professional Development & Conferencing Services [PDCS], Memorial University. The purpose is twofold: first, to identify exactly what services should be provided in rural NL and second, to determine effective and efficient delivery methods.

Key Performance Indicator

Goal	Target	In Progress	Completed
Public Release of Needs Assessment Report	March 2016		✓
Use Report's Key Findings in new Strategic Plan 2017-19	March 2017	✓	
Research Best Rural Program Delivery Model	December 2017	✓	
Develop CPD Plan for Professional Stakeholders	March 2017	✓	

Programs

Varied programs are offered to persons with autism spectrum disorder 'across the lifespan' in two of our four regions. All programs are evaluated against intended outcomes and key performance indicators. Program evaluation involves parent feedback, staff reporting, community partner feedback, and program documentation (goals reached, etc.). Evaluation also includes consultation with community partners, where applicable. Programs are reviewed annually, or as required, to determine efficacy.

Key Performance Indicator

Programs	Target	Fiscal 2016 - Actual
Total participants served annually	1300	1094
Total participant service hours annually (programs)	21,500	21,319
Participant achievement of goals	95%	95%
Operating within allocated budget	100%	100%
Operating within allocated budget	4.0/5.0	4.3

Advocacy and Outreach

Both these services are internal priorities for the organization. Autism Society, Newfoundland Labrador, aims to influence public policy and resource allocation decisions within the political, economic, and social systems and institutions of the province with advocacy. Outreach involves the coordination of a variety of services and resources to offer 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 also involve overseeing conferences & workshops by specialists in the field of autism.

Key Performance Indicator

Advocacy	In Progress	Completed
Provide navigational supports to families and individuals	✓	
Raise awareness about ASD amongst stakeholders in the community	✓	
Lobby the Government of NL to follow through on commitment to develop a Provincial Autism Strategy	✓	
Increase programming across the lifespan throughout NL	✓	
Renovate and expand facilities in Avalon Region to more than double program capacity	✓	
Seek increased, multi-year funding from Govt. of NL	✓	

Outreach	Target	Fiscal 2016 - Actual
Total attendees served annually	10,000	13,983
Total service hours annually	2,000	2,226

Social Enterprise

The Pantry Cafe & Catering

Measure	Target	Fiscal 2016 - Actual
Annual Net Revenue	\$22,000	\$26,769
Achieve a gross profit margin (Sales less cost of sales)/Sales	66%	72%
Employ Adults with ASD (Headcount)	2	3

The Shamrock Garden Centre

Measure	Target	Fiscal 2016 - Actual
Annual Net Revenue	\$15,000	\$19,179
Employ Adults with ASD at Shamrock Garden Centre (Headcount)	7	8

Revenue Development

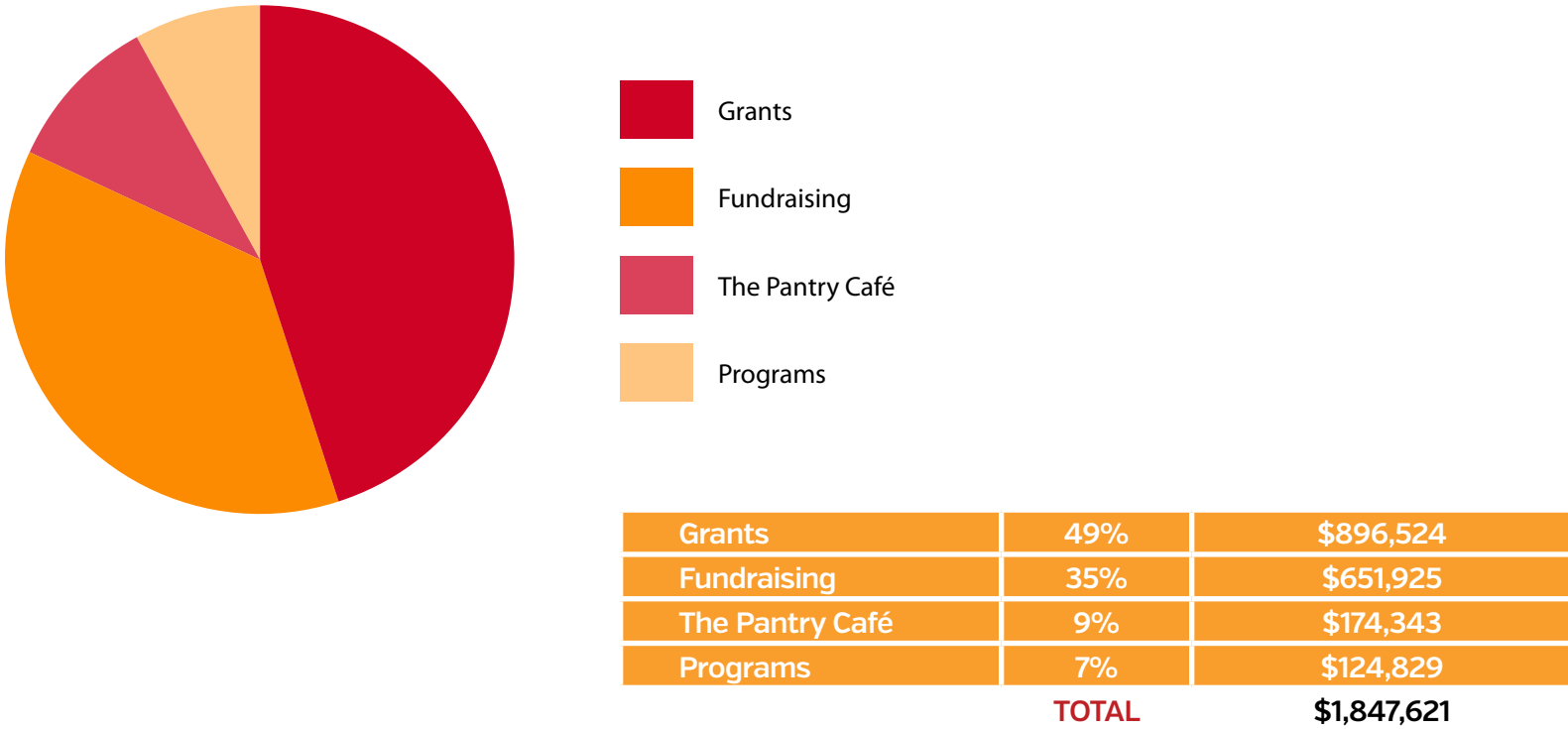
Measure	Target	Fiscal 2016 - Actual
Fundraising Revenue against Budget	100%	113%
Cost to Raise a Dollar (CTRAD) below	0.27	0.20

Financials

1. Revenues and Expenditures

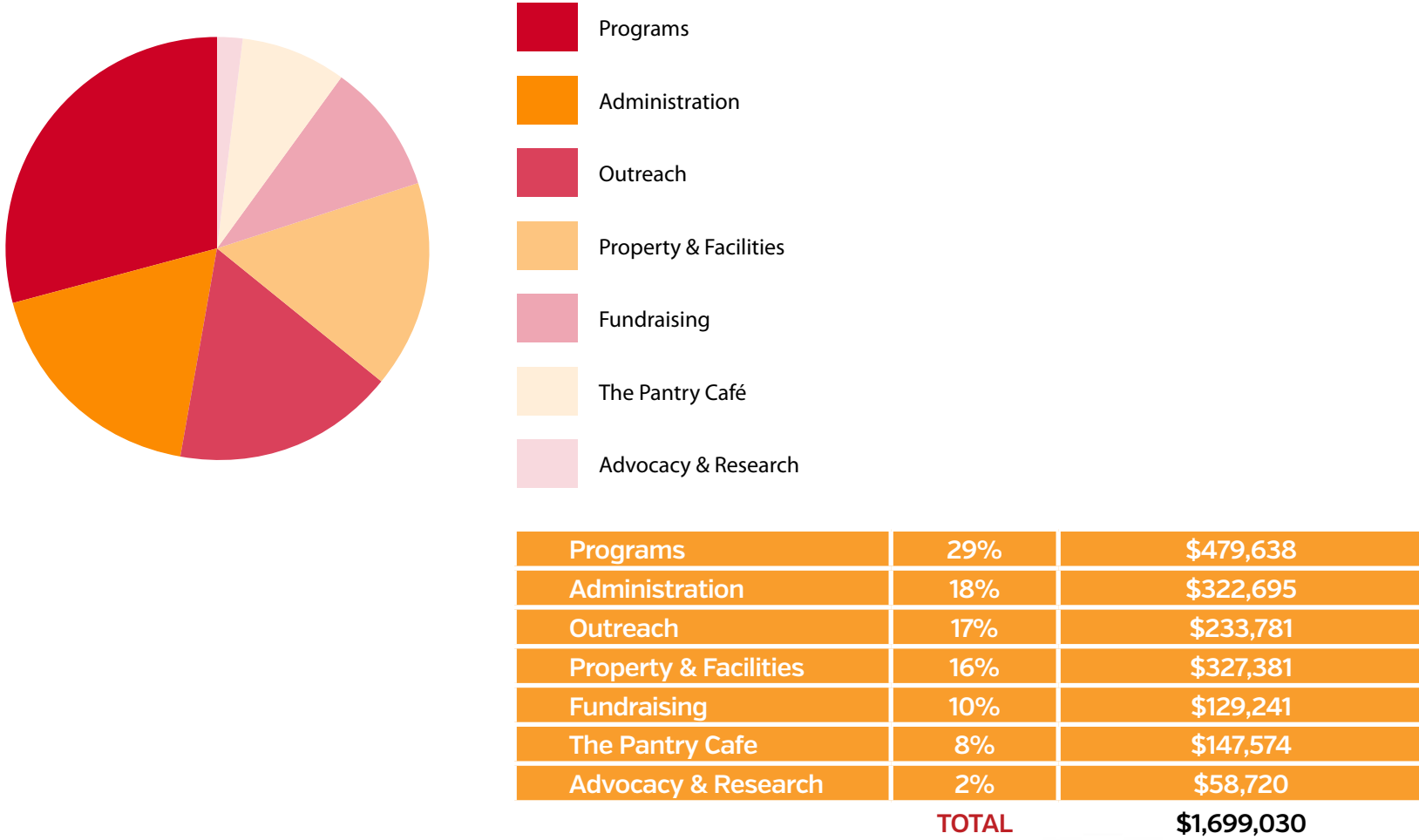
The pie charts below show ASNL’s operating revenue and expenditures for Fiscal 2016, ended March 31, 2016.

Revenue



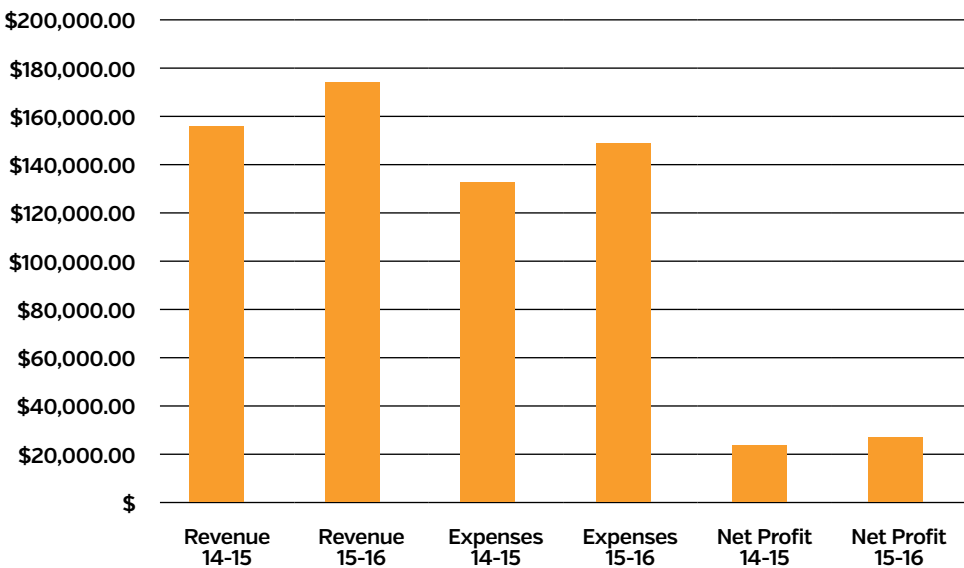
Financials

Expenses



Financials

The Pantry Revenue & Expenses



The Pantry Cafe Revenue & Expenses

Revenue 14-15	\$154,947
Revenue 15-16	\$174,343
Expenses 14-15	\$133,000
Expenses 15-16	\$147,574

Net Profit \$21,947

Net Profit \$26,769

Annual Performance Report 2015 - 2016

Thank You

Autism Society, Newfoundland Labrador, expresses sincere thanks to each of our funders, donors and community partners for their generous support and commitment to our work during 2015-2016. Thank you to the many individuals who donated as well.

Major Funders

Government of NL

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

Government of Canada

Service Canada
Atlantic Canada Opportunities Agency

Major Donors

Autism Speaks Canada
GoodLife Fitness Foundation
Ron Joyce Foundation
Sinneave Family Foundation

Community Partners

A&W, Deer Lake
A&W, Gander
Abilities Rowing Team
Action Trucks, Gander
ADI Distributors
A. Harvey Company Ltd
Air Canada Foundation
Anglican Church Women, Greater Corner Brook Area
Anglican Christ Church, Bonavista
Atlantic Association of Planning Technicians
Arnolds Cove Lions Club
AutoParts Network
Avon Craft Fair
Awesome Cars for Autism
Barry Group
Battlefield Rentals
Belfor Property Restoration
Bell Aliant Pioneers
Blue Knights
BMO, Corner Brook
Bonavista Social Club
Bread Box
Browning Harvey
Burnt Berry Lodge
Cabot Home Centre
Canadian AV
Canadian Tire, Gander
Canadian Tire, Grand Falls-Windsor
Carpenters Union Local 579

Cartier Court
Captain Cook Hockey Tournament
Central Cycle & Recreation
CIBC, Corner Brook
Charton Hobbs
Clareville Area Co-Op
Clareville Car Care
Clareville Lions Club
Clareville Middle School
Chatters Hair Salon, Corner Brook
Clearwater Seafoods
CloudBreaker Aerial Imagery Specialists
Clover Farm, St. Alban's
Cohens, St. Alban's
Colemans
College of the North Atlantic, Gander
College of the North Atlantic, Grand Falls-Windsor
Come by Chance Lions Club
Cooperators Insurance
CRAFT
Critters N' Things
Crosbie Group Limited
CW Offshore
David's Tea
Decks Auto
Deer Lake Foodland
Deer Lake Truck & Power
Dennis GMC
Dominion, Corner Brook
Dominion, Grand Falls-Windsor
Dominion, Gander
Dominion, Blackmarsh Road, St. John's
Dominion, Stavanger Drive, St. John's

Dykes Auto
Dexter Construction
Event 3Sixty
Exxon-Mobil
Fahey Building Ltd
Fairway Honda
Fewer's Funeral Home
Fewer Kia
Fitshakes
Flannigan's Irish Pub
Flanker Press
For The Love of Learning
Gander International Airport
GForce Karting
Good Buddy Sports
Gospel Coffee House
Guillevin International
Grand Bank Lions Club
Graybar
Greco, Gander
Grenfell College Psychological Society
Heritage Riders Association
Hillier's Refrigeration
Hits FM 99.1
Holiday Inn Express, Deer Lake
Holy Spirit High School, CBS, NL
Home Hardware, Corner Brook
Home Hardware, Harbour Breton
Hotel Port aux Basques
Ibex Fuels
In Da Loop
Insurance Institute of Newfoundland and Labrador
Investors Group

Irving Big Stop, Deer Lake
Islander RV
Izabelle the Mini Pig
Jackman's Home Center
Jordan Light and Sound
Kelly Ford
Kent's Building Supplies, Grand Falls-Windsor
Key Assets
Keyin College, Grand Falls-Windsor
Kiewit
Kinsmen Club of St. John's East
K-Rock 97.5
Leon's
Lions Clubs of N4
Lodge Lomond Masons
Lodge Westmoreland
Magicuts, Corner Brook
Mary Browns
McLoughlan Supplies
Memorial United Church Junior Choir
Memories Forever
Midnight Tailors
Music and Friends in Port Rexton
Nathan's Autism Awareness Project
Nav Canada
New Evolution Wrestling
Newfoundland and Labrador Association of Fire Services
Newfoundland Canvas
Newfoundland Chocolate Company
Newfoundland Helicopters
Newfoundland Hydro
Newdock
North Harbour Firettes

Ocean Choice International
OneSubSea
Open Communications
Outfitters
Paragon Offshore
Parks Canada
Parsons' Funeral Home
Peekaboo Beans
Peek-a-Boo Mascots
Peter McDonald Productions
Peter Pan Childcare
Pete's Pizza
Pipers
Pluto Investments
Phantom Fore Golf Tournament
Poole Althouse
PSAC/UCTE Local 90901
Portugal Cove-St. Philips Lions Club
Put On Your Poker Face for Autism Tournament
Random Island Lions Club
RBC, Stephenville
RBC, Kelsey Drive, St. John's
Re/Max
Rebekah Lodge
Retired Teachers' Association of NL
Rideout's Body Shop
Rocket Bakery and Fresh Foods
Roger Kennedy Photography
Rotary Club of Clarenville
Royal Newfoundland Constabulary
Rugged Edge
Safway
Samsung

Salvation Army, Gander
Scampers
Sea Force Technologies
Seed Company
Shears Building Supplies
Shoppers Drug Mart, Millbrook Mall, Corner Brook
Smithy's Road Service
Sobeys, Corner Brook
Sobeys, Grand Falls-Windsor
Sobeys, Howley Estates, St. John's
Sobeys, Kelsey Drive, St. John's
Sobeys, Merrymeeting Road, St. John's
Sobeys, Ropewalk Lane, St. John's
Sobeys, Topsail Road, St. John's
Soul Warrior Youth Yoga
Southern Shore 'Families & Friends Raising Autism Awareness'
Southern Shore Hockey Tournament
Southern Shore Shamrock Festival
Spectrum Consultants Group
Stantec
Starbucks
Steele Communications
Stella and Dot
Stone Photography Studio
St. Edward's School, Kelligrews CBS
St. Simon and St. Jude Academy, Francois, NL
Swagger
Sweet Apple Accounting
Subway, Gander
Subway, Grand Falls-Windsor
Suncor
TD Bank

Telus Community Fund
Town of Deer Lake
Town of Gander
Town of Holyrood
Tim Horton's, Clarenville
Traxxion
Triware
Twin Peaks
United Church Women, Clarenville
Virginia Park Elementary
VOCM
Wal-Mart
Wayne Bulger Memorial Dart Tournament
Wedgwood Insurance
Western Harley Owners Group
Western KIA
Western Signs
WestJet
White Bay Convenience
Windsor Pentecostal Church
Woodward Auto Group

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