

Annual Report 2011 –2012

Table of Contents:

AGM Dinner and Awards Banquet Program

Agenda AGM 2011 – 2012

AGM Minutes 2010 – 2011

Mission Statement

History

CPA (NL) Inc. Board of Directors 2010 – 2011

CPA (NL) Inc. Staff 2011 – 2012

Report from CPA (NL) Inc. Board Chair

Report from CPA (NL) Inc. Treasurer

Report from CPA (NL) Inc. Executive Director

Report from CPA (NL) Inc. Director of Client Services

CPA (NL) Inc. Programs and Services

CPA (NL) Inc. Funding and Donations

CPA (NL) Inc. Audited Financial Statements (Grant Thornton)

Canadian Paralegic Association NL Inc.

Annual Report 2011 –2012

Annual General Meeting Awards Dinner and Banquet 2012 June 28th, 2012

Welcome and Introduction of the Master of Ceremonies – Gerry Murphy

Grace – Ed Smith

Dinner

Entertainment - Dave Edwards

Introduction to Awards – Gerry Murphy

Adrian Battcock Award 2012 – Stuart Tiller Presenting

Life Membership Award 2012 – Ed Smith Presenting

Honorary Membership Award 2012 – Carolyn Noseworthy and Alvin Pittman Presenting

Outstanding Corporate Partner Award 2012 – Rex Ledrew Presenting

Special Contribution Award – Michael Burry Presenting

Years of Service – Gerry Murphy Presenting to:

- Stuart Tiller
- Charlie Gregory
- Ron Butler
- Gordon Breen
- Pauline Crann
- Debbie Templeman

Caregiver of the Year Award – Ed Smith Presenting

Executive Director Comments – Michael Burry

Outgoing Chair Comments – Ed Smith

Incoming Chair Comments – Carolyn Noseworthy

Presentation of the Organizations New Name – Ed Smith and Carolyn Noseworthy Presenting

Closing – Gerry Murphy

The Queen

Annual Report 2011 –2012

Agenda Annual General Meeting Canadian Paraplegic Association (NL) Inc. June 28, 2012

1. Opening
2. Welcome Guests
3. Minutes of previous AGM
4. Business Arising
5. Reports:
 - Management Reports:
 - Director of Client Services Report
 - Executive Director’s Report
 - Board Reports
 - Chairman’s Report
 - Treasurer’s Report
6. Election - Board Officers:
 - Chairperson
 - Vice Chairperson
 - Treasurer
 - Secretary
7. Election - Board of Trustees
8. Assumption of Elected Chairperson
9. Chairperson’s Remarks
10. Adjournment

Canadian Paraplegic Association (NL) Inc.

Annual Report 2011 –2012

Annual General Meeting Minutes Holiday Inn, St. John's Sunday, June 26, 2011

Present: Treasurer- Heather Johnson, Secretary-Pauline Crann, Board Members – Gerry Murphy, Frank Cramm, Stuart Tiller, Jennifer Langdon, Ron Butler, Glenda Best

Absent: Chair- Ed Smith, Vice Chair-Carolyn Noseworthy, Board Members - Charlie Gregory, Elmo Hewlett, Nora Tremblett, Gordon Breen, Rex Ledrew

Staff, Members and Guest: Executive Director-Michael Burry, Recording Secretary-Donna Jewer, Board Consultant-John Breen, Kim Simms-(Grant Thornton) Members- Dion Regular, Robbie Godden, Guest-Lara Fraize Burry,

1: Opening

John Breen informed the Board that he would Chair the meeting in the Chair's absence. There was one amendment to the agenda.

"Gerry Murphy moved that items 6 and 8 be dealt with at the next Board of Directors meeting".
Seconded by Glenda Best, carried by all.

2: Minutes of Previous AGM

There were no errors or omissions noted in the minutes from the 2010 AGM.

"Gerry Murphy moved that the minutes from the 2010 AGM be adopted as presented". Seconded by Glenda Best, carried by all.

3: Business Arising

There was no business arising from the minutes of the 2010 AGM.

4: Reports

Financial Statements:

Kim Simms from the Audit firm of Grant Thornton presented CPA's financial statements for the year ended March 31, 2011. She also informed the Board that a Management Letter had been prepared.

"It was moved by Heather Johnson that the CPA's financial statements for the year ended March 31, 2011 be accepted." Seconded by Glenda Best, carried by all.

Management Reports:

Annual Report 2011 –2012

- (1) Director of Client Services Report – Michael Burry reported on behalf of Marilyn Bonnell that 2010-2011 was a very positive year for the case managers. There is a new statically reporting system in place which monitors the case managers goals and objectives.
- (2) Executive Director’s Report - Michael Burry reviewed his report stating with the new accounting system in place, and a comprehensive budget we are doing really well at this time. As well with the new reporting structure in place for the case managers, gives us a better view on stats and accountability. The peer support has grown and Pauline has done a great job in this area. She will be leaving the Board but taking on a new role of being our new Director of Peer Support and Community Support Advocate. She has taken a great role here and bring us back to our original purpose of the CPA. He thanked the Board and staff and the great team in place and is very proud to be a part of the organization and is looking forward to many more years.
- (3) Director of Peer Support and Advocacy Report: Pauline reported that it has been a very busy year. She sits on the Deans Advisory Committee for the University and was successful with the help of Richard Kane and Mark Lane in having eight new accessible rooms in the new housing units. Also sitting on the Mayor’s Advisory Council, Para Transit Council and the Universal Design Network looking at a variety of issues. She attended CPA National meetings in Ottawa helping to put together a manual on peer support. She attended issues on the Close to Home Network, allowing individuals to stay in their home as long as possible and has met with representatives from Husky and Hebron about diversity in the work place. Pauline noted that Dion Regular has had meetings with staff of the Miller Centre and the development of the peer support program is well underway. Pauline also noted there have been numerous calls from clients with many needs in answering or helping them with questions on a daily basis.

John Breen stated that we have made great progress in this area and it brings us back to the mission and what the CPA is all about! Glenda Best thanked Pauline and Dion for all their hard work in this area.

Mr. Rex Ledrew arrived at the meeting at 6:40. The Chair also connected via the telephone system and apologized for the phone problems and not being in attendance. He thanked everyone for coming and for John Breen chairing the meeting.

“Heather Johnson moved that the Board accept the reports”, seconded by Jennifer Langdon, carried by all.

Board Reports:

- (1) Chairman’s Report – Ed Smith reported that everything was going really well and had a few suggestions for objectives as an executive to be looked at in the fall when they meet again. He thanked everyone for all their work.

Annual Report 2011 –2012

(2) Treasure’s Report: Heather Johnson stated that she was happy to say the CPA had a very good year. That CPA’s achievements have been quite remarkable. We have paid back all debts except for the debt to Carolyn Noseworthy and have started making monthly payments on that one as well. Have been able to give out quality of life grants and two scholarships and been able to consider new programs in the fall. CPA’s finances remain healthy.

(3) Secretary’s Report: Pauline Crann stated that the secretary’s report was on page 13 and 14 and asked if there were any questions at this time? None were asked.

(4) Bylaws Chair’s Report: Frank Cramm presented his report and noted that the bylaws were review by Glenda Best.

“Frank Cramm moved to accept the bylaws that were reviewed by Glenda Best for editing”, seconded by Stuart Tiller, carried by all.

John Breen put a motion forward to except the Board reports, Gerry Murphy seconded, all in favour, carried by all.

(5) Election – Board of Officers:

John Breen proceeded with the formal Elections:

Elmo Hewlett and Norma Tremblett were nominated to serve their first 3 year terms. John asked if there were any further nomination from the floor, there being none, they were declared as board members for their first 3 year term by acclamation.

Carolyn Noseworthy, Jennifer Langdon, Jerry Murphy were nominated to serve their second 3 year term. John Breen asked if there were any further nominations from the floor, there being none, they were declared as board members for their second three year term.

Stuart Tiller, Charlie Gregory were nominated to serve a one year term. John Breen asked if there were any further nominations from the floor, there being none, they were declared as board members for a one year term.

Ed Smith, Heather Johnson were nominated to serve a two year term. John Breen asked if there were any further nominations form the floor, there being none, they were declared as Board members for a two year term.

Chairperson’s Remarks:

Annual Report 2011 –2012

Ed thanked management, and staff for their efforts during the past year and stated we still have a long way to go to make our association accessible to everyone in the province but is pleased with the progress. He also thanked John Breen for filling in as Chair when needed. Everyone was invited to attend a reception after the meeting.

Adjournment: “Jerry Murphy moved to adjourn the meeting at 8:10 pm”, seconded by Stuart Tiller, carried by all.

Mission Statement

To assist persons with spinal cord injuries and other disabilities to achieve independence, self-reliance and full community participation.

History

Annual Report 2011 –2012

In 1945, a group of determined WWII veterans with spinal cord injuries formed the Canadian Paraplegic Association (CPA). CPA has since expanded across Canada to reach out to Canadians with spinal cord injuries and other physical disabilities and their families.

In addition to providing counselling and information to these Canadians, CPA has also been tireless advocate, seeking to ensure that supports and accessibility are in place to allow each Canadian to achieve his or her full potential after injury.

In 1952, the Atlantic Division was created and this division eventually grew into four individual divisions. On July 1, 1975 Newfoundland and Labrador appointed its' first Executive Director of the CPA for this province. Incorporated in February 1976, the Canadian Paraplegic Association (N.L.) Inc. is a charitable, non-profit agency governed by a volunteer Board of Directors.

Here in our province, the Canadian Paraplegic Association (N.L.) Inc. has been a strong presence for more than four decades. Through eight offices, our staff is available in throughout the province to assist every Newfoundlander and Labradorian in need. With support from government, public agencies, donors and fund-raising all our services are available at no charge to clients with spinal cord injuries and other physical disabilities.

Board Members 2011 - 2012

Chair: Ed Smith
Vice Chair: Carolyn Noseworthy
Treasurer: Rex Ledrew
Secretary: Glenda Best
Stuart Tiller
Noreen Greene Fraize
Rev. Stephanie McLellan

Elmo Hewlett
Gerry Murphy
Jennifer Langdon
Charles Gregory
Gordon Breen
Frank Cramm

Staff

ST. JOHN'S OFFICE

Michael Burry	<i>Executive Director</i>
Ashley Case	<i>Administrative Officer</i>
Derek Forsey	<i>External Accounting Consultant</i>
Alvin Pittman	<i>Fund Development Coordinator</i>
Dion Regular	<i>Peer Support Specialist</i>
Donna Jewer	<i>Administrative Assistant</i>

Annual Report 2011 –2012

Pauline Crann
Donna Sheppard

*Director of Peer Support & Community Advocacy
Career & Employment Disability Case Manager*

GRAND FALLS-WINDSOR OFFICE

Marilyn Bonnell
Betty Joy
Roger Sellars
Clyde Bonnell

*Director of Client & Rehabilitation Services
Administrative Assistant
Career & Employment Disability Case Manager
Career & Employment Disability Case Manager*

BAY ROBERTS OFFICE

Cynthia Traverse
Kim Mercer
Mary Puddister

*Career & Employment Disability Case Manager
Career & Employment Disability Case Manager
Administrative Assistant*

CORNER BROOK OFFICE

Lisa Park
Sharon Gillis-Pelley
Marsha Traverse
Vacant

*Career & Employment Disability Case Manager
Career & Employment Disability Case Manager
Career & Employment Disability Case Manager
Administrative Assistant*

GANDER OFFICE

Jordon Broderick
Lisa Byrne (Client)

*Career & Employment Disability Case Manager
Administrative Assistant*

LABRADOR OFFICE

Tina Chiasson
Andrea Keats

*Career & Employment Disability Case Manager
Career & Employment Disability Case Manager*

MARYSTOWN OFFICE

Kim Hodder

Career & Employment Disability Case Manager

ST. ANTHONY OFFICE

Annual Report 2011 –2012

Nyeisha Chambers

Career & Employment Disability Case Manager

2011 -2012 Staff No Longer Employed with CPA

Fiona Stride

Teri Drosch

Coleen McDonald

Llewellyn Leriche

Judy Bolt

Lavinia Crisby

Debbie Templeman

FOUNDATION

Connie Gilliam

Tony Monk

Ruth Pike

Denise Monk

Elsie Curtis

Marjorie Burden

Beverlee Parker

Judy Warren

Sharon Carpenter

Alicia Della Valle

Gus Fitzpatrick

Geraldine Oliver

Joanne Woolridge

Cindy Johnson

Bridget Jenkins

Valerie Hann

Bill Hutchings

Volunteers

It is with sincere appreciation that we say “thank you” to the volunteers who assist us and make the Canadian Paralegic Association Newfoundland and Labrador a beautiful place to work. Without the dedicated support and committee work of many volunteers our organization could not achieve its’ goals.

“It is not how much you do, but how much love you put into it.”

AGM, June 28, 2012

Report of Chair to Board of Directors

Ed Smith

It is my pleasure to report to the AGM from my perspective as outgoing chair of the Board of Directors. I will highlight those aspects of our organization that stand out not just in the last year but in the three years of my chairmanship. With the profound conviction that even the most zealous person ever reads these things, I will keep my remarks mercifully brief.

Three years ago through no fault of any of the people now associated with CPA, we were left with an enormous debt that threatened to sink our little ship. As of this AGM we have paid off the monies owing to many groups and people, and are now left with one large debt, which is both financial and moral. The generosity of our incoming chair in providing us with a non-threatening loan made it possible for us to continue our operations and not only survive but thrive. We have begun to pay off that debt in small increments, which will become larger as we grow.

Annual Report 2011 –2012

That loan saved us from bankruptcy. But we were also blessed with the wisdom and insights of several key people. One hesitates to begin naming names for the obvious reason, but in this case I am compelled to do so. John Breen became our consultant in name and in fact. He and his business partner did an overview of the Association, complete with goals and strategies to reach those goals. I've consulted John on numerous occasions when I was unsure about which road we should take. The three executive directors we hired proved to be worth their weight in gold. Cecil Templeman, Matthew Piercey and our current operations chief, Michael Burry. Each of these men have been exactly what we needed at the time. Unfortunately, we were not able to remunerate any of them what they have been worth to us.

We have been blessed with a dedicated board of directors. With their willingness to get involved in some fairly tough tasks, we have made giant steps toward fulfilling our mandate of advocating for people with spinal cord injury and disease, and others as well. We have developed bylaws for the Association, which are up-to-date and reflect who and what we are about. We are in the process of reorganizing our fund raising arm, the Spinal Cord Injury Foundation, which will operate at arms length from the Association as such. We have developed a quality control program for our workers, which will ensure maximum efficiency, and a protocol which allows us to monitor their work. We have been kept on the straight and narrow financially with two very capable treasurers. Rex LeDrew will not mind me pointing out how much we owe his predecessor, Heather Johnson, and how much we miss her around the table. The Association has developed a strong peer support program under the leadership of Pauline Crann, who resigned as a director to carry on this work. I would be remiss if I did not point out how much we owe to her leadership and energy in this regard. We have also developed a program of awards and recognitions of which you'll hear more toward the end of tonight's program.

The financial viability of the Association is a constant challenge. We receive \$120,000 per year from government as a straight grant. Part of the monies we receive from government to carry out our employment service programs across the province for persons with disabilities can be used for overhead in the Association. Apart from that we are dependent solely upon the fund-raising efforts of the Spinal Cord Injury Foundation; in short, public fund-raising. At the moment it appears that our service contracts are still a part of our future, for which we are grateful.

We are one of eight provinces which continue to support the national body of CPA. This group has not been without controversy, but we feel having a national presence is extremely important to our work nationally and regionally. Carolyn has been representing us at those meetings and from all accounts has been a strong force for national unity in CPA

The Canadian Paraplegic Association is changing its name as of this AGM. This is a national initiative, which we have supported completely. We feel that Spinal Cord Injury Association is far more definitive in describing the work of the Association, especially in our fundraising efforts. This will not prevent us from assisting where we can those people who have other kinds of mobility issues especially.

Last but not least I would like to thank all those people who have supported the work of the CPA-NL for the last three years. These include a professional staff led by our Executive Director, and the marvelous group of people who make up our Board of Directors.

Thank you for allowing me to serve as your chair.

Respectfully submitted,

Ed Smith

Chair (Outgoing)

Canadian Paraplegic Association (NL)

Annual Report 2011 –2012

AGM, June 28, 2012 Report of Treasurer to Board of Directors Rex Ledrew

I am pleased to report that 2011 – 2012 has been a very good year for CPA in Newfoundland Labrador. In 2010 – 2011 we were fortunate enough to be able to eliminate the last remnants of our outstanding debt to suppliers while developing a firm payment plan to eliminate our long term debt on a no interest bearing loan from one of our most important supporters. As we opened 2011 -2012, we had a unique opportunity to grow and develop the organization, finally having the necessary financial availability to do so while maintaining a balanced budget.

Our first priority of 2011 – 2012 was to improve upon our base of operations as our previous head office location was no longer suitable to house the work that was being done. With the high cost of retail space in Newfoundland's economy we were fortunate enough to find a more than suitable location that provided us with an additional 800 sq. feet with only a 35% increase to our current lease price. The leasehold improvements were a large expense amounting to almost \$50,000, however, this was below fair market value of the work that needed to be done. At the end of the day, we have a beautiful office space that most important is fully accessible to our clients, staff and members.

As approved in the 2011 -2012 budget, the Canadian Paraplegic Association of Newfoundland and Labrador has hired an additional staff member to work directly with individuals in the Province and more specifically at the Miller Center providing a hybrid of Peer Support and Community Rehabilitation Services. This required an increase to our salary expense of approximately \$34,000 per year. This is

Annual Report 2011 –2012

money very well spent as we now have a greater ability to assist individuals living in this province with a significant spinal cord injury or mobility impairment.

We have continued with the payment plan against our Long Term Debt and as of the end of the 2011 – 2012 fiscal year we have paid off approximately \$58,000. This represents over 20% of the total loan amount of \$260,000 that has been repaid. Depending on our future financial availability, our plan is to make a lump sum payment on the Debt within 2012 -2013 to bring the organization closer to ending our outstanding financial commitment.

As you can clearly see 2011 -2012 was very important and expensive year for the Canadian Paraplegic Association of Newfoundland and Labrador. Keeping all of this in mind, our end result still amounted to us having a surplus in operations of approximately \$109,000 which is on pace with our financial operations of 2010 – 2011. I would like to thank the sponsors, most importantly the Provincial Government and the Departments of Health and Community Services and Advanced Education and Skills for continuing to fund the important work done by the association every year. With the continued dedication of the Board of Directors and Staff of the Association we will continue to improve upon not only the financial position of the organization, but what we can do as an organization.

Respectfully yours,

Rex Ledrew
Treasurer
Canadian Paraplegic Association (NL)

AGM, June 26, 2011 Report of Executive Director Michael Burry

For the Canadian Paraplegic Association (NL) Inc., the 2011 – 2012 fiscal year has been another year of exponential growth and accomplishment. The association has remained a sound business entity while continuing to expand and improve the services we deliver to individuals living in Newfoundland and Labrador with a significant spinal cord injury or mobility impairment. Last year, we set our sights very high for what we hoped to accomplish with the Association and I am very proud to say that in just one year we have met or are very close to achieving these long term goals.

In my report from 2010 – 2011, I spoke of how the organization was on the verge of expanding and to properly execute this, CPA NL Inc. would need to relocate to a larger office. In October of 2011 we officially moved into our brand new office located 396 Elizabeth Ave in the Summerville Condominium complex. For the first time in ten plus years we have a fully accessible space that provides the room we needed to grow and better serve our clients and members. Our new space not only provided us with the space we desperately needed, but its overall look and presentation spoke to the complete turnaround this organization has achieved.

The Career and Employment Disability Case Management field has performed extremely well in 2011 -2012 as we have increased our client base from 989 to 1078 active clients representing an 8.9% increase. Our clients employed with no funding increased again in 2011 -2012 from 247 to 296, these individuals have found sustainable employment that has no end date and provides them with a consistent income. These are two areas where we had significant increases last year and we have

Annual Report 2011 –2012

continued to improve upon these numbers in 2011 -2012. These increases are representative of the leadership and experience of our Director of Client Services and the truly skilled staff of Career and Employment Disability Case Managers.

Our Peer Support Programming has achieved more than we thought possible as we entered 2011 – 2012. In November of 2011, we hired our first peer support specialist Dion Regular, to work full time for the Association assisting clients. Mr. Regular, under the guidance of Pauline Crann Director of Peer Support and Advocacy, has been able to expand the reach of our peer support programming and we are assisting 75% more clients than in 2010 – 2011 with a more direct one on one approach. The most important piece of this program is that we have finally re-established our connection with the Miller Center in St. John's where Dion actively engages with the rehabilitation team on behalf of the client and our organization.

One of the goals that admittedly did come up short on was the development of our website. A website that would have the presentation and functionality that we need would cost approximately \$10,000 and require a large time commitment from the Executive Director to develop the material for the site. These were two resources that we didn't have enough of in 2011 - 2012. While the website still has not materialized; we have managed to successfully enter the social media realm with our Facebook page "Canadian Paraplegic Association NL Inc.". Our Facebook page provides us with the same opportunities as our website would through advertisement of our programs and services, public announcements, and the most important news and events relating to the Canadian Paraplegic Association of Newfoundland and Labrador. When we have solid confirmation on our funding for 2011 – 2012 the website will become priority number one with the mindset that it will allow the association to more readily connect with our clients and members that do not have the ability to travel and meet us face to face.

Our Foundation has performed exceptionally well in 2011 – 2012 as we have been able to supply approximately \$27,000 to quality of life grants, scholarships and funding for various disabled sports teams in Newfoundland and Labrador. The Canadian Paraplegic Association NL Foundation also provided fifty percent of the funding for our peer support program in 2011 - 2012. Our Fund Development Coordinator has worked diligently with his team to assure our fundraising endeavours are successful in assisting the Canadian Paraplegic Association (NL) Inc. with all of their programs and services.

I want to thank the Board of Directors of the Canadian Paraplegic Association (NL) Inc. for their efforts throughout 2011 -2012; especially Mr. Ed Smith who will be stepping down from the role of Chairperson at this year's annual general meeting. Ed Smith has provided this organization and myself with some very sound guidance over the course of his term. The staff and volunteers of the association have to be commended as well for not only the work they do but the extra time and effort that goes into their roles. It is truly a rich tapestry of talent and personality that comprises the board and staff of the Canadian Paraplegic Association (NL) Inc. and our clients are blessed to have you as a part of this organization.

The Canadian Paraplegic Association of Newfoundland and Labrador will be officially changing its name at this year's annual general meeting to Spinal Cord Injury Newfoundland and Labrador. This is a new start for the organization which will see us reach a greater client base of individuals living in this province with a spinal cord injury or significant mobility impairment. However, we must never forget what we have accomplished as the Canadian Paraplegic Association of Newfoundland and Labrador. We have had our low points but we have successfully brought the Association back to prosperity. It is something that everyone involved with this organization should be proud of. It is with this in mind that we start the era of Spinal Cord Injury Newfoundland and Labrador while retaining all of the best History, Services and Characteristics that made the Canadian Paraplegic Association of Newfoundland and Labrador so special.

Annual Report 2011 –2012

Respectfully,

Michael Burry
Executive Director
Canadian Paraplegic Association (NL)

AGM, June 28, 2012 Report of Director of Client Services Marilyn Bonnell

It has been another productive year for the Director of Client Services with supervising and monitoring thirteen (13) Case Managers and five (5) Administrative Assistants in eight (8) of our offices across NL. Constant contact was maintained with all office staff over this past year. Onsite visits were conducted when possible to discuss contract milestones and targets as well as area statistics to date. Ongoing Case Managers' Reviews have also taken place this past year. Previous Coaching Forms were discussed during these reviews which were agreed upon and signed off by both the Case Manager and Director. Future goals and objectives were discussed and set by the Case Managers for the upcoming months. This process appears to be a positive step in assisting staff with contract challenges and barriers that may present itself in a particular office or region of the province. It also ensures that contract obligations are met and most times exceeded under our AES agreements.

STAFFING

Case Manager turnover continues to be a challenge for CPA (NL); and, unfortunately, since last June 2011, we've lost four (4) case managers to Government positions. As well, one Case Manager is on extended sick leave since September 2011.

1. Teri Drosch, Happy Valley-Goose Bay, left CPA to take an Aboriginal Gov't position.
2. Lou LeRiche, Grand Falls-Windsor, obtained a position with Industrial Training – Gov't position;
3. Judy Bolt, Corner Brook, returned to her former position with the Government MHA office.
4. Lavinia Crisby, St. Anthony, obtained a Government position with the local MHA office on the Northern Peninsula
5. As mentioned, Cynthia Traverse in the Bay Roberts' office has been on sick leave since September 2011. Her expected date of return is yet to be determined.

Annual Report 2011 –2012

As a result of these vacancies, we were successful in hiring new Case Managers for all those offices, and a replacement for the individual on sick leave in the Bay Roberts' office.

Annual Report 2011 –2012

LINKAGES PROGRAM

It was another successful year for clients participating in the 2011-12 Linkages Program. This year, approximately 35 youth successfully completed the 26-week program funded by the Province. Applications for the 2012-13 Linkages' Program have been submitted to the Dept. of Advanced Education and Skills (DAES). We expect approvals for the program early July.

DAES CONTRACTS 2012/13

Case management contracts from the Dept. of Advanced Education and Skills for nine (9) of our thirteen (13) Case Managers, currently working with EI eligible clients, was extended on April 1, 2012 for another six-month period. These contracts will now expire on September 30, 2012; however, we are confident that we will receive a further extension to March 31, 2013.

I am happy to report that the four (4) Case Managers, currently working with non-EI eligible clients, have already received contract extensions to March 31, 2013.

CASE MANAGEMENT STATISTICS

During 2011-12, Case Managers worked diligently to promote CPA programs and services, recruit new clients, obtain employment opportunities for persons with disabilities, as well as, develop partnerships with businesses, organizations and agencies. This is evident by the figures outlined below.

Category		2009/10	2010/11	2011/12
New Clients Assessments Completed	=	383	495	535
Clients Employed with no wage subsidy	=	156	247	296
Clients in Skills Training	=	153	183	175
Clients Completing Academic Upgrading	=	71	78	68
Linkages Participants	=	28	39	35
Total Clients Registered with CPA (NL)	=	757	989	1078

Annual Report 2011 –2012

Clients employed under funded interventions 2011/12:

	<u>2010/11</u>	<u>2011/12</u>
Clients employed under Targeted Wage Subsidies	28	56
Clients employed under a Job Creation Project	23	31
Youth clients employed under Skills link Program	14	9

Overall, statistics have increased dramatically over the past three (3) years. With the dedication and hard work of our qualified, experienced field staff, we are confident that this trend will continue, in an effort to raise awareness of the abilities and skills of individuals with disabilities in communities across NL.

I would like to take this opportunity to thank the Executive Director, along with the Board of Directors for your continued support this past year. I wish you a safe and relaxing summer.

Respectfully yours,

Marilyn Bonnell
Director of Client and Rehabilitation Services
Canadian Paraplegic Association (NL)

Annual Report 2011 –2012

Canadian Paraplegic Association (NL) Inc. Programs and Services

Career and Employment Disability Case Management

Funded through the Department of Human Resource Labour and Employment for the province of Newfoundland, the Canadian Paraplegic Association (NL) Inc. assists individuals with mobility and other disabilities identify vocational alternatives and obtain employment consistent with their values, abilities and interests. This program is available in all of our regional offices across the province.

Peer Support Counselling

Funded through the Department of Health and Community Services and the Canadian Paraplegic Association (NL) Foundation Inc., the Canadian Paraplegic Association (NL) Inc. assists individuals with mobility disabilities with support and advice from someone “who has been there” and can act as a mentor and role model to encourage and help individuals and families work through challenges. This service provides individuals with assistance on accessible housing, transportation, rehabilitation and so many more issues that arise in their day to day lives.

Community Advocacy

Funded through the Department of Health and Community Services and the Canadian Paraplegic Association (NL) Foundation Inc., the Canadian Paraplegic Association (NL) Inc. assists individuals with identifying, reducing and eliminating barriers that prevent full community participation for both individuals and our entire membership.

Information Services

Funded through the Department of Health and Community Services and the Canadian Paraplegic Association (NL) Foundation Inc., the Canadian Paraplegic Association (NL) Inc. provides comprehensive and relevant information to client, their families, employers, community agencies and to different levels of government.

Social Events and Group Sessions

The Canadian Paraplegic Association (NL) Inc. currently has two social programs in place. The Peer Support group is for adults living with a spinal cord injury that meet on a regular basis to discuss issues that are pertinent to their day to day lives while getting to enjoy some group activities in a forum that is accessible. The Canadian Paraplegic Association (NL) Inc. partnered with the Community Youth Network to offer young adults with Spinal Cord Injuries and other mobility disabilities a chance to get together and have an opportunity to enrich their lives by socializing with others, learning and most importantly having fun!

Financial Assistance Programs

Annual Report 2011 –2012

In our effort to better support our mission in Newfoundland and Labrador, our organization is offering three financial assistance programs to qualified individuals and groups living in our province with Spinal Cord Injuries and other Mobility Disabilities. Through the dedicated fundraising efforts of the Canadian Paraplegic Association (NL) Foundation Inc. these valuable financial assistance programs are made possible. Based on our financial programs, qualified individuals and groups can apply for funding through Scholarships, Quality of Life Grants, and Sports, Recreation, and Art Sponsorships. In 2011 - 2012 the Canadian Paraplegic Association (NL) Inc. supplied approximately \$34000 in grant funding to individuals in Newfoundland and Labrador.

Funding and Donations

Department of Advanced Education and Skills

The Department of Human Resource Labour and Employment provides funding for the Canadian Paraplegic Association (NL) Inc. Career and Employment Disability Case Management Program. This funding provides for 7 regional offices and 13 case managers across the province of Newfoundland and Labrador. The administration fees from these various contracts cover a portion of our organizational infrastructure costs.

Department of Health and Community Services

The Department of Health and Community Services provides an annual provincial operating grant to the Canadian Paraplegic Association (NL) Inc. to assist with their programming and services. This money is used to directly assist the peer support and community advocacy programs for persons living with spinal cord injury and mobility disabilities. A portion of this funding is used to support the organizational infrastructure costs of the association.

Canadian Paraplegic Association (NL) Foundation Inc.

The Canadian Paraplegic Association (NL) Foundation Inc. is the fundraising arm of the Canadian Paraplegic Association (NL) Inc. The money raised is through five small lotteries throughout the year and an annual car draw throughout the province. One hundred percent of the money rose after expenses is put directly into the Canadian Paraplegic Association's financial assistance programs and programming and services.

East Coast Converters

East Coast Converters have a long standing partnership with the Canadian Paraplegic Association (NL) Inc. They supply us with a quarterly donation based upon a percentage of sales of Billy Boot Garbage Bags in the province of Newfoundland and Labrador. This money is used to support the programs and services of the Canadian Paraplegic Association (NL) Inc.

Corporate Donations

Annual Report 2011 –2012

During the 2011 – 2012 fiscal year, the Canadian Paraplegic Association (NL) Inc. have received donations from Sutton Group, Avalon Vending and Atlantic Bingo to assist funding for their programs and services.

Public Donations

Thank you to everyone who has supported the work of the Canadian Paraplegic Association (NL) Inc. over the course of the 2011 – 2012 fiscal year. While there are too many individuals to name directly in this report, we wish to extend our sincerest thanks as your contributions have greatly aided the Canadian Paraplegic Association's ability to provide programs and service to individuals living with a spinal cord injury or mobility disability in the province of Newfoundland and Labrador.