



**SPINAL CORD INJURY  
NEWFOUNDLAND  
& LABRADOR**

**ANNUAL REPORT 2024-2025**

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**Agenda**  
**Annual General Meeting**  
**Spinal Cord Injury (NL) Inc.**  
**October 30th, 2025**

1. Opening
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- 2024-2025 Spinal Cord Injury NL Audited Financial Statements

5. Election - Board Officers
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**Spinal Cord Injury (NL) Inc.**  
**Annual General Meeting Minutes**  
**Zoom Meeting**  
**Monday October 7th, 2024**

Present: Chair – Terry O’Brien, Vice Chair – Dennis Waterman, Past Chair – Sheilagh Byrne, Treasurer - Adam Mosier, Board Members – Mike Dalton

Teleconference:

Absent: Carolyn Noseworthy, Secretary – Mitchell King, Steve Daley

Staff and Invited Guest: Executive Director – Michael Burry, Auditor - Deanne Babstock-Morreault

1: Opening

Chair called meeting to order at 8:00 PM.

2: Minutes of previous AGM

Sheilagh Byrne moved that the minutes from the 2023 AGM be adopted as presented, seconded by Adam Mosher, carried by all.

3: Reports

Deanne Babstock-Morreault presented the 2023 -2024 Audited Financial Statements for Spinal Cord Injury Newfoundland and Labrador prepared by MNP Accounting.

Dennis Waterman moves that we accept the Audited Financial Statements as presented, seconded by Sheilagh Byrne, carried by all.

Sheilagh Byrne moves that we appoint MNP as the Auditor for the 2024 – 2025 Fiscal Year. Seconded by Adam Moshier, carried by all.

Terry O’Brien presented the 2023-2024 Annual Report for Spinal Cord Injury Newfoundland & Labrador.

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4: Business Arising

None at this time

5: Election – Board Officers:

Terry O’Brien proceeded with the formal Elections:

Sheilagh Byrne – Past Chair

Terry O’Brien – Chair

Dennis Waterman - Vice Chair.

Adam Mosher – Treasurer.

Mitchell King – Secretary

Dennis Waterman put forward a motion that we accept the nominations for Board Officers,

Seconded by Sheilagh Byrne, carried by all.

8: Election – Board of Trustee’s

This item was not addressed by the Board of Directors

9: New Business:

10: Adjournment

Terry O’Brien called to adjourn the meeting at 8:39 PM

# Annual Report 2024 -2025

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## Mission Statement

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

## History

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 counseling 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 Labradorean 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 2024 - 2025

Chair: Terry O'Brien

Vice Chair: Dennis Waterman

Treasurer: Adam Mosier

Secretary: Mitchell King

Past Chair: Sheilagh Byrne

Mike Dalton

Steve Daley

# Annual Report 2024 -2025

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## Staff

### ST. JOHN'S OFFICE

Michael Burry	<i>Executive Director</i>
Derek Forsey	<i>External Accounting Consultant</i>
Dion Regular	<i>Peer Support Specialist</i>
Rachel Wickens	<i>Career &amp; Employment Disability Case Manager</i>

### BAY ROBERTS OFFICE

Kim Mercer	<i>Career &amp; Employment Disability Case Manager</i>
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### LABRADOR OFFICE

Tracy Blake	<i>Career &amp; Employment Disability Case Manager</i>
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### ST. ANTHONY OFFICE

Katrina Noel	<i>Career &amp; Employment Disability Case Manager</i>
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## Volunteers

It is with sincere appreciation that we say “thank you” to the volunteers who assist us and make the Canadian Paraplegic 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, October 30th, 2025**

### **Report of Chair to Board of Directors**

#### **Terry O'Brien**

Spinal Cord Injury Newfoundland and Labrador has completed the fiscal year 2024-2025 in a good financial position as indicated in our audited financial statements. We were pleased to continue the provision of services to our clients in the areas of peer support, community rehabilitation, career and employment counselling. Our services have been provided through a combination of in-office and work-from-home process. We have a committed staff who were instrumental in ensuring that the service provision was an enormous success. We continued to be successful in acquiring financial support from the provincial government to assist us in provision of these services.

SCI Newfoundland and Labrador continues to collaborate with other community organizations in advocating for an inclusive society that recognizes and respects the rights of people with disabilities. Staff from these community organizations meet regularly to coordinate actions to support services for people with disabilities and to prevent duplication of the provision of services. There is also a coordinated effort to seek enhancement of services for people with disabilities. Organizations and individuals, both provincially and nationally, continue to advocate for an accessible Canada that recognizes the potential of people with disabilities. These advocacy efforts resulted in Parliament passing the Canada Disability Benefit Act in June 2024. Work now begins to develop the regulations to support the Act and to determine the amount of disability benefit to be paid. It is hoped that this will be finalized in 2025-2026. We need to continue to advocate for inclusion and ensure that the Accessible Canada Act does indeed result in tangible benefits for people with disabilities.

SCI Newfoundland and Labrador and its provincial counterparts across Canada continue to discuss common issues through our national network, SCI Canada. These discussions provide a forum for opportunities for debate on issues respecting service provision, revenue generation and mutual support. We were pleased to take part in these discussions through our Executive Director and Board Representative to the SCI Canada Board. The peer support working group that was established in January 2024 continued discussions to provide guidelines and standards for peer support services across the country. Two grants have been received to support the working group in its efforts.

We continued to seek additional funds through various grants from government and other agencies to support our work with people with spinal cord injuries and other disabilities. services. The Minister of Immigration, Population Growth and Skills had advised our organization, and several other community organizations in February 2024, that our funding for employment and skills program could be negatively affected due to potential changes in federal-provincial funding arrangements.

## Annual Report 2024 -2025

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We received confirmation in 2025 that the current funding would continue for the fiscal year 2025-2026. It is our hope that this funding will continue beyond that period. We continue to receive support from individual supporters, and we thank them for their efforts and generosity.

During the fiscal year 2024-2025 we were pleased to maintain our board complement. We continue to look for new members to join the Board.

Not for Profit organizations such as SCI Newfoundland and Labrador continue to face challenges in fundraising and service provision. However, we continue to provide effective and efficient services to our clients. We have dedicated and capable staff that ensure the best possible services are provided. On behalf of the Board of Directors, I thank them sincerely for their continued commitment to our clients. I also thank the Executive Director for his input and guidance to the Board during the past year. I wish to especially thank him for his efforts to acquire additional funding so that we could maintain our supports services to our clients. We are also appreciative of the support from the Government of Newfoundland and Labrador and other organizations that have supported us throughout the year. Thank you to all members of the Board of Directors for their commitment to the organization throughout the year. We, like many organizations, will face challenges as we move forward in the continued provision of services for our clients. However, we will continue to fulfill our mandate and work cooperatively with other organizations, both provincially and nationally, to ensure people with disabilities receive appropriate services to allow them to live productive lives.

Respectfully submitted,

Terry O'Brien  
Chair Spinal Cord Injury (NL) Inc.

## **AGM, October 30, 2025**

### **Report of Executive Director**

### **Michael Burry**

The 2024 – 2025 fiscal year saw Spinal Cord Injury Newfoundland and Labrador continue to offer its established Peer Support, Community Rehabilitation & Career and Employment Case Management Services to individuals with a spinal cord injury or other disability while extending its services thanks to new funding with the SCI Canada Peer Project funded by Employment & Social Development Canada, as well as Peer Support Funding from TD's Ready Set Work Campaign.

The Career and Employment Disability Case Management field has performed extremely well in 2024 -2025 from our 4 offices across the Province in St. John's, Bay Roberts, St. Anthony and Happy Valley-Goose Bay. Our Career and Employment Disability Case Managers working with individuals with a disability who are non EI eligible worked with 197 clients and 16 of those individuals were able to find sustainable employment without a wage subsidy. These employment statistics are representative of the skill and dedication of SCI NL's Career and Employment Disability Case Managers.

Our Peer Support Program has continued to grow as Dion Regular continues to work with the staff at the Miller Center and we meet and offer our services to all individuals with a new injury. In 2024 – 2025, we worked with 368 clients from across the province to provide information and assistance with housing, accessible transportation, equipment requests and general information relating to life with a spinal cord injury in Newfoundland and Labrador. Additionally we were able to expand our reach and scope of services thanks to our Online services.

In 2025 – 2026, Spinal Cord Injury Newfoundland and Labrador will continue to offer all services that we did the previous year but there are still many barriers we must overcome to assist our clients and members achieve independence, self-reliance and full community participation. Accessible housing continues to be a major concern for our clients and we will continue to explore opportunities for community partnerships to assure our clients are able to leave rehabilitation and return to the community. We are also looking at ways we can help with Home Support Care for our clients and making sure they receive the appropriate level of care . Spinal Cord Injury Newfoundland and Labrador would like to thank the Department of Immigration Skills and Labourthe Department of Health and Community services for your continued funding and support to our programs and services.

I want to thank the Board of Directors of Spinal Cord Injury (NL) Inc. for their efforts throughout 2024 -2025. Thanks to your collaborative experience, determination and dedication, we have continued to improve the quality of life of individuals living in this province with a spinal cord injury or significant mobility impairment

Respectfully,

Michael Burry  
Executive Director  
Spinal Cord Injury (NL)

## **Spinal Cord Injury (NL) Inc. Programs and Services**

### **Career and Employment Disability Case Management**

Funded through the Department of Immigration, Skills and Labour for the province of Newfoundland and Labrador, Spinal Cord Injury (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 Counseling & Community Rehabilitation**

Funded partially by our Provincial Operating Grant from the Department of Health and Community Services, Employment & Social Development Canada & TD's Ready Set Work Grant Program, Spinal Cord Injury (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.

### **Online Peer Support & Community Rehabilitation**

This is an extension of our already existing Peer Support & Community Rehabilitation Counseling. The Online component enables us to broaden our reach with these services and provide the face to face contact necessary for impact with service delivery regardless of where an individual is located.

### **Information Services**

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

## **Funding and Donations**

### **Department of Immigration, Population Growth, Skills & Labour**

The Department of Immigration, Skills and Labour provides funding for Spinal Cord Injury (NL) Inc. Career and Employment Disability Case Management Program. This funding provides for 3 regional offices and 4 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 Spinal Cord Injury (NL) Inc. to assist with their programming and services. This money is used to directly assist programs for persons living with spinal cord injury and mobility disabilities with a portion of this funding is used to support the organizational infrastructure costs of the association.

### **Employment & Social Development Canada**

Through SCI Canada, Employment and Social Development Canada is funding our peer support programming through development of a national framework of peer support .

### **TD Bank**

TD Bank provided funding to support our peer support programming through the Ready Set Work Grant Program.

### **East Coast Converters**

East Coast Converters have a long standing partnership with Spinal Cord Injury (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 Spinal Cord Injury (NL) Inc.

### **Public & Corporate Donations**

Thank you to everyone who has supported the work of Spinal Cord Injury (NL) Inc. over the course of the 2021 – 2022 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 Spinal Cord Injury'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.