



---

# Easter Seals

## NEWFOUNDLAND AND LABRADOR

**Annual General Meeting 2021**

---

### **CONTACT INFO**

Easter Seals House  
206 Mount Scio Road, St. John's, NL  
A1B 4L5

**E** : [info@eastersealsnl.ca](mailto:info@eastersealsnl.ca)  
**W** : [www.eastersealsnl.ca](http://www.eastersealsnl.ca)  
**P** : 709.754.1399



---

# TABLE OF CONTENTS

ABOUT US	<b>04</b>
LETTER FROM THE CHAIR	<b>06</b>
CEO REPORT	<b>07</b>
TREASURER'S LETTER	<b>09</b>
AMBASSADOR'S LETTER	<b>10</b>
OUR TEAM	<b>11</b>
RECREATION PROGRAMS	<b>12</b>
FUND DEVELOPMENT AND COMMUNICATIONS	<b>15</b>
CAREER AND EDUCATIONAL SERVICES	<b>17</b>
FINANCIAL REPORTS	<b>21</b>

# About Us

## EASTER SEALS NEWFOUNDLAND AND LABRADOR



### HISTORY

We are a charitable organization that has operated in this province since 1937. Since then we have tirelessly dedicated ourselves to engaging, inspiring and maximizing opportunities people with disabilities through life-changing programs and services. Approximately 100,000 people of all ages in our province live with disabilities such as physical, sensory, cognitive or other disabilities which present barriers to full participation in society.

### EASTER SEALS HOUSE

Easter Seals House is more than the sum of its parts. It is not just where we host our programs and services. Easter Seals House is our home. It is the smiles, the laughs, and the unbridled joy that floats through our halls. Easter Seals House is one of the few places where persons with disabilities can relax and just hang out with their friends.

“Our vision is for a community where all people with disabilities live full, healthy and active lives. Our mission is to engage, inspire, and maximize opportunities for people with disabilities of all ages by providing meaningful programs and services.”

# ESNL Inclusive Park - Phase II - Grand Opening



Easter Seals NL celebrated the Grand Opening for Phase II of the most accessible and inclusive park in Atlantic Canada on June 23rd, 2021.

After officially breaking ground on May 11th, 2020, we finally made it and are so excited to share it with all of you!

### Construction of Phase II includes:

- A Beautiful Pavilion
- An Event Plaza
- Gorgeous Sensory Gardens

Thanks to many donors, ESNL's Park is becoming a reality for persons with disabilities living in the province, and the community at large!

Thank you Tract Consulting Inc. and Murray's Landscape Services Limited for being involved in this project.

Now, onto Phase III!

# Letter From The Chair



**Michael Duffy**

Chair, Board of Directors



Since 1937, Easter Seals Newfoundland and Labrador have played a critical role in providing over 20 recreation programs and career and educational services to people with disabilities in this province. Our vision is for a community where all people with disabilities live full, healthy, and active lives. Our mission is to engage, inspire, and maximize opportunities for people with disabilities by providing meaningful programs and services. Approximately 100,000 people of all ages in our province live with disabilities such as physical, sensory, cognitive, or other disabilities that present barriers to full participation in society. Our mission is to tear down these barriers and build an inclusive Newfoundland and Labrador.

In May, we launched our sixth annual luxury cabin lottery with the cabin located on Dildo Pond and successfully sold out before the bonus deadline. This lottery plays a significant role in the expansion of our Easter Seals Newfoundland and Labrador Park.

In June, we adapted to the ongoing Government of Newfoundland and Labrador Department of Health and Community Services public health guidelines and continued our cherished tradition by presenting our 2021 Seals to our patron Her Honour, The Honourable Judy M. Foote. We also awarded our outgoing Ambassador, Claire McCarthy, the Frasier Edison Easter Seals Ambassador Trust Scholarship and welcomed our new Ambassador, Gavin Baggs during our Park Phase II Grand Opening. The expansion of our incredible park in Phase II, includes a beautiful pavilion, Bbq area, fire pit, and sensory gardens.

Fortunately, in 2021 we were able to offer our Day Camp. Our Recreation Programs Team created an adapted version of our Overnight Camps for families, adults, and youth. Our team held days of camp at our Easter Seals NL Building and Park. Offering an opportunity for our participants to gain independence and socialization through new experiences.

By the Fall, through the hard work of our staff adhering to the everchanging public health guidelines to keep our participants and staff safe, we were able to offer all of our in-person programs to the delight of our participants.

Our eighth annual Celebrate the Season took place in December with musical band Shanneyganock at the St. John's Convention Center. This is a cherished holiday tradition for our organization and our stakeholders.

While this past year has provided some challenges, it has also offered us opportunities to launch new programs such as Build Your Skills, our adult day program. As well as offer more virtual "I Can Too" disability awareness education presentations to K-6 students.

On behalf of the Board of Directors, we want to thank all of our staff, volunteers, participants and family members, donors, supporters, and community champions who supported our organization in 2021. Your engagement with our organization directly impacts the lives of people with disabilities in our province through programs and career and educational services, and you continue to make a lasting impact in our community.

# CEO Report



**Mark Bradbury**

Chief Executive Officer

**Dear Friends of Easter Seals Newfoundland and Labrador,**

After a challenging year of distance and hardship, the Easter Seals NL board of directors, staff, and volunteers were excited to welcome participants back to Easter Seals NL once again. As the safety of participants, staff, and volunteers continues to be our highest priority, Easter Seals NL adhered to the COVID-19 measures laid out by the Government of Newfoundland and Labrador's Department of Health and Community Services.

Our Recreational Programs Team was successful in offering life-changing programs to people with disabilities in our community and across the province. While some programs were offered virtually at the beginning of 2021, as the world opened up, so did our programs and the team was able to continue programs that were put on hold during the first year of the pandemic. We were also excited to offer Summer Day Camps at our House and Park and an adapted version of Overnight Camps. Thank you to Megan, Dayna, Hayley, Taylor, and Tanner for all of your hard work and love that you give to the participants.

Our Career and Educational Services Department continues to maximize opportunities for people with disabilities in the province. The 'I Can Too' Disability Awareness presentations reached over 3,500 students across Canada through 115 presentations, which is tremendous growth and increasing popularity for this program. In collaboration with the Programs Team and Career Services, a new program called 'Build Your Skills' was launched, which offered 12 young adults have the opportunity to learn new skills from recreation to life skills. By the end of 2021, the Horizons Work Experience Program brought in 29 participants who successfully completed the program, and the Opportunities Fund assisted in launching 32 participants into the workforce. Thank you to Paula, Rachel, Matt, and Petra for your commitments to the participants and their bright futures, and a special congratulations to Paula and Rachel who have been with the organization for 20 and 10 years, respectively. We are lucky to have you both!

Thank you to our Office Administration Team, Katie and Melandy, who continue to manage the building, ensure all inspections and filings are up-to-date, provide support to all other departments and take care of accounting and payroll and so much more.

For our Fund Development and Communications Team, it was a shift from virtual events back to in-person. Several campaigns and events were held throughout the year, raising important funds for our organization. Our team, consisting of Samantha, Jayme, Laura, Alex, and Leah were able to organize and execute these fundraisers while following the Public Health guidelines to keep attendees safe. The team also managed to keep up with the ever-changing internal and external communications up to date. As well as secure the necessary grant funding to ensure the longevity of our programs and services, and the continuation of the construction of our Park Project.

We were excited about the continued success of the Luxury Cabin Lottery, which sold out at the bonus prize deadline. Thank you to all who purchased tickets in support of Easter Seals NL and people with disabilities in the province.

---

# CEO Report

---

In June, Easter Seals NL celebrated the Grand Opening of Phase II our accessible and inclusive park, which includes a beautiful pavilion, an event plaza, and sensory gardens. We welcomed the Lieutenant Governor of Newfoundland and Labrador, Her Honour Judy Foote, Mayor Danny Breen, and many of our donors, supporters, and sponsors to observe this incredible milestone. We were entertained by the amazing Shanneyganock and our Dansability group well into the afternoon. We continue to raise funds for the park and are looking forward to building our final piece, Phase III arena and outbuilding in the future. We have big plans!

I would also like to recognize our 2021 ambassador Gavin Baggs who was an incredible ambassador and voice for people with disabilities in the province. You represented Easter Seals NL perfectly through videos, interviews, radio commercials, and at events. Thank you so much for all of your efforts, and we cannot wait to see where your career takes you!

As the Treasurer's report indicates we are in good financial standing. We thank all those that support us with donations, grants, sponsorships, attending our events, and purchasing tickets for our Luxury Cabin Lottery. It has taken a valiant team effort over the past 7 years to get us where we are today. As the Annual Report shows we have been improving operationally as well as striving toward our strategic Mission "to engage, inspire, and maximize opportunities for people with disabilities of all ages by providing meaningful programs and services".

As we move forward into 2022 and beyond, our continued focus will be to make our delivery of programs and operations increasingly safer and of high quality. This can only be accomplished as we continue to:

- improve communications, both internally and externally;
- create new partnerships and enhance existing ones;
- upgrade our policies and procedures, by-laws, the Board Governance manual, and the staff handbook;
- build a skillful and dedicated operations management team and staff through regular communications, guidance, performance feedback, and offering resources and time for professional development in their areas of responsibility.

We have already started building on several of the initiatives laid out in our 2020 Strategic Plan, such as, raising awareness of what Easter Seals does via consistent branding and communications plans; raising funds for the Park Phase III outdoor arena and an outbuilding; providing a Life Skills Training program for adults and young adults; continuing to expand our Provincial outreach beyond the overpass; and increasing transportation access to Easter Seals House.

I would like to recognize our amazing volunteers, without whom our programs and career and education services would not run as smoothly and in some cases could not continue. In 2021, we had over 1000 program registrations that were supported by 80 new volunteers to Easter Seals NL in some capacity and continuous support from over 100 active ones. The success of our organization is due to your dedication and commitment to the participants, and we are very grateful. On behalf of the Board of Directors, staff, participants, families, and the entire disability community — Thank you!

Thank you to all who have been a part of Easter Seals NL in 2021. We look forward to continued growth and success in 2022.

Yours in leadership,  
**Mark Bradbury, MBA, CPA, FCMA,**  
Chief Executive Officer



# Treasurer's Report



**Cortney Green**

Treasurer



We are pleased to report that the Easter Seals organization (“Easter Seals”) is in a very healthy financial position. Due to the success of the 2021 Cabin Lottery, and as per the Capital Campaign Plan, Easter Seals invested an additional \$1,000,000 in guaranteed investment certificates as it continues to invest in the financial security of its future, with the interest intended for Building and Park operations and maintenance. Easter Seals is continuing to invest in capital projects to enable the organization to provide programs and ensure continued success for its participants in the future. Accounts receivable, trade payables and long-term liabilities are up-to-date, and all assets and amortization have been properly recorded. Deferred revenue has decreased slightly over the prior year mainly due to the recognition of contributions as the associated capital projects are completed, having a positive impact on net income.

Overall, revenues have increased mainly due to the success of the 2021 cabin lottery and Grant writing success. As consistent with revenue, expenses have increased over prior year due to the fact that many programs and services were not operating throughout the duration of 2020 as a result of the COVID-19 pandemic, however resumed operation in 2021. As a result, Easter Seals has recognized net income of \$1,330,680 which will be used for upcoming Building and Park operation, maintenance, and the rising costs of constructing Phase 3 of the Park outdoor arena and Outbuilding.

Although we are subject to normal operating challenges that most charitable organizations are faced with, we are diligently planning and investing for the upcoming years, to ensure a financially prosperous and sound organization to house the programs and services we offer to persons with disabilities in Newfoundland and Labrador.



# Ambassador's Letter

## Gavin Baggs

2021 Easter Seals Ambassador



Hi. My name is Gavin Baggs and I am the Easter Seals Ambassador for 2021. My time as the ambassador is coming to an end and I can't wait to see who the next lucky person is to be chosen for this important role. Being the ambassador has been a super cool and fun experience and it has been one of the best experiences I have had in my life. It has definitely made me more aware of my abilities and this experience has given me the opportunity to speak for all those individuals living with disabilities in our province. This experience has opened my eyes to the world of radio and TV broadcasting as a possible career path. This opportunity has helped me with the confidence to speak in public and interact with all of the supporters of Easter Seals NL.

Looking back, it is funny to think that my Easter Seals journey started as a little boy going through the Easter Seals Sledge program to being and volunteer coach with the hockey program and now the Easter Seals Ambassador.

I would like to thank everyone who made this adventure an extremely memorable one, and who continues to make Easter Seals what it is today. Thank you to the Easter Seals staff, supporters, donors, volunteers, grantees, sponsors, and participants. Also, a special thank you to Fraser Edison for funding the Fraser Edison Easter Seals Trust and Ambassador Program.

So again, thank you for the opportunity to be the Easter Seals Ambassador, it is something that I will cherish and remember throughout my life. Good luck to the next Easter Seals Ambassador, enjoy the ride!



# Our Team

## EASTER SEALS NEWFOUNDLAND AND LABRADOR

### BOARD OF DIRECTORS 2021

• Michael Duffy	Chair
• Kelly Santos	Vice Chair
• Denise Durphy-Sheppard	Past Chair
• Cortney Green	Treasurer
• Mike Murphy	General Member
• Katherine Costello	General Member
• Stephanie Mandville	General Member
• Leah Davis	General Member

### STAFF

• Mark Bradbury	Chief Executive Officer
• Katie Janes	Office Manager
• Melandy Bearns	Administrative Assistant
• Samantha Parrell	Fund Development and Communications Manager
• Jayme Buckingham	Fund Development and Communications Coordinator
• Laura Douglas	Fund Development and Communications Coordinator
• Alex Hennessey	Grant Writer and Planned Giving Assistant
• Leah Pumphrey	Grant Writer and Planned Giving Coordinator
• Megan Fitzgerald	Recreation Programs Manager
• Dayna Penney	Recreation Programs Coordinator
• Tanner Harnum	Recreation Programs Coordinator
• Hayley Redmond	Recreation Programs Assistant
• Taylor Jackman	Recreation Programs Coordinator
• Paula Hayes	Director of Employment & Educational Services
• Rachel Warren	Opportunities Fund and 'I Can Too!' Disability Education Coordinator
• Matt Pike	Horizons Program Coordinator
• Petra Chaffey-Johnson	Horizons Program Assistant Program Assistant



# Recreation Programs

## EASTER SEALS NEWFOUNDLAND AND LABRADOR

Our Recreation Programs Department delivered a wide range of programs and services in 2021 despite the challenges we faced due to the COVID-19 pandemic. Our goal in 2021 was to continue to connect and engage our participants across the province.

We were able to re-introduce a number of programs and services both in-person and virtually. With the support of our volunteers, community partners, and of course our families and participants, we were able to stay connected through a challenging year and adapt several of our programs, including:



### Weekly Recreation Programs

- Sledge Hockey
- Wheelchair Basketball
- Creative Expressions Music
- Let's Get Active
- Boccia
- Target Shooting
- Dansability
- Swimming
- Archery
- Jr. Boccia
- Climbing
- Build Your Skills



### Events

- End of Summer Fire
- Halloween Truck or Treat
- Holiday Holiday Drive by
- Halloween and Christmas Youth Social



# Recreation Programs

## EASTER SEALS NEWFOUNDLAND AND LABRADOR



### Summer Camps

- Delivered Day Camp at Easter Seals House
- Was unable to deliver overnight camp
- Delivered 'Days of Camp' for our adult and family population who missed out on overnight camp



### Services

- Equipment Loans - received a second Hippocampe
- Linda's Equipment Crossing
- Volunteer Program



## Other Program Services

**EASTER SEALS  
NEWFOUNDLAND AND LABRADOR**



### Highlights

- Intakes and Volunteer Orientations have been a hybrid of virtual and in person throughout the year
- To help families stay busy during the lockdown, the Recreation department continued to share at-home activities and craft ideas.
- We were able to launch Jr. Bocchia as a full time program
- The Programs Department welcomed Taylor Jackman as the new Program Coordinator.
- The Programs Department welcomed Hayley Redmond as the new Program Assistant.
- Programs were able to safely resume full time

---

# Fund Development and Communications

---

## **EASTER SEALS NEWFOUNDLAND AND LABRADOR**

One year into the global pandemic and Easter Seals Newfoundland and Labrador was excited to welcome back participants, donors, supporters and the public back to in-person events in 2021. Easter Seals NL continued to take the safety of our participants, staff, and volunteers very seriously, and stringent COVID-19 measures were put in place at all events, fundraisers, and gatherings according to the Government of Newfoundland and Labrador's Department of Health and Community Services.

With the help of JAC Agency, Easter Seals NL successfully reached higher engagement on our Social Media platforms. Our internal and external communications were successfully created and distributed by our Fund Development Team with the help of the Career and Educational Services Department and the Recreation Programs Department.

This was a very successful year for grant application approvals for Easter Seals Newfoundland and Labrador. Through the research, writing and submissions from the Fund Development Team and with assistance from our Career and Educational Services and Recreation Programs Departments, our programs and services received financial assistance for new programs and equipment, as well as the continued construction of our park project.

During Easter Seals Month in March, we said goodbye to our outgoing Ambassador Claire McCarthy and welcomed our new 2021 Easter Seals NL Ambassador Gavin Baggs to the role.

In March, Easter Seals NL delivered our annual Direct Mail Campaign, where our official seals were sent in the mail to our Direct Mail supporters. This year's campaign focused on our new Adult Life Skills Program, this program is designed to provide a set of skills that participants can build on for further achievements in life. The Adult Life SKills Program also promotes socialization and healthy living. Donations for our Direct Mail Campaign increased from the previous year.

Easter Seals NL also launched our annual Paper Egg Campaign with local businesses and retail stores. The Paper Egg campaign is an important fundraising and awareness initiative, and it was wonderful to see how many Newfoundlanders and Labadorians purchased an egg in support of our programs and services and people with disabilities in the province.

Due to the Public Health guidelines in 2020, the Dodge, Dive, Donate Easter Seals Charity Dodgeball League was put on hold. However, in the beginning of 2021, teams were welcomed back and we successfully finished the season.

Starting in May and running once a month for the remainder of the year, our Fund Development Team hosted trivia nights in partnership with Ninepenney Brewing and they have been an amazing success.

# Fund Development and Communications

In May, the Luxury Cabin Lottery was launched for the 6th consecutive year. With many incredible partners throughout the Island, the lottery was another incredible success and we sold out on the Bonus Prize deadline.

In June, Easter Seals NL hosted the grand opening of phase II of our park project and were joined by Her Honour, the Honourable Judy Foote, Lieutenant Governor of Newfoundland and Labrador, Mayor Danny Breen, Fraser Edison, and many of the sponsors and donors who gave funds to the park. We also enjoyed a performance by Shanneyganock and our Easter Seals NL Dansability group.

In August, the Weatherford Canada Ltd. Disability Golf Classic took place at The Wilds, and 16 teams from local businesses, corporations, and organizations joined us for an amazing afternoon on the green.

After postponing Run, Walk, Stroll, and Roll twice due to inclement weather, the event took place near the end of September at the Easter Seals Centre. Despite the changes, the participants and their families had a great time and the event was a success.

In December, we were very excited to be back in-person for the Celebrate the Season Corporate Luncheon with Shanneyganock and many of the Creative Expressions Music participants. This year's event was held at the St. John's Convention Centre with over 200 people joining us to kick-off the holiday season.

We would like to thank all of the incredible donors, sponsors, community partners, and supporters who gave the gift of inclusion in 2021. Thanks to your generosity, Easter Seals NL was able to raise important funds for our over 20 meaningful recreation programs and career & educational services.

## 2021 FUNDRAISING CAMPAIGNS AND EVENTS

- ESNL Direct Mail Campaign
- ESNL Paper Egg Campaign
- Century 21 Send Kids to Camp Campaign
- 2021 ESNL Luxury Cabin Lottery
- ESNL Disability Golf Classic at The Wilds  
Sponsored by Weatherford Canada Ltd.  
Run, Walk, Stroll and Roll in support of Easter Seals NL, Sponsored by Browning Harvey Ltd. and the Sobeys Community Foundation
- Celebrate the Season with Shanneyganock, Sponsored by Iris Petten| Petten Holdings
- Dodge Dive Donate ESNL Inclusive Charity League
- Friends of We Care Virtual National Games Month
- Trivia Nights, Sponsored by Ninepenny Brewing
- Taste of India Take Out Lunches



# Career and Educational Services

## EASTER SEALS NEWFOUNDLAND AND LABRADOR

In 2021 our Employment & Educational Services team continued to operate delivering a combination of in person and virtual programming to assist participants to secure jobs, develop new skills as well as educate about disability awareness. We also added a new program called Build Your Skills, delivered in conjunction with our Recreation Department.

As well, two of our long time staff members Paula and Rachel celebrated some key milestones in 2021 with 20 and 10 years of service with our organization. We are pleased to have them on our team and value their commitment to our organization.



### Horizons Work Experience Program

Horizons continues to assist Canadian youth with overcoming barriers to employment, this is all thanks to multi-year funding from the **Government of Canada under Youth Employment and Skills Strategy (YESS)**. Many thanks to our Senior Program Development Officer, **Marina Mercer** who is so supportive of all we do.

Additionally, through Horizons we are pleased to work with **Casey Sabawi, Senior Manager, National Corporate Partnerships with Easter Seals Canada** where we received multi-year funding under **RBC's 21st Century Skills and Leadership Program**. The addition of these funds ensures that Horizons is able to support young Canadians of all abilities with essential skills building, better preparing them for their future careers.

At the end of 2021, 29 participants enrolled in Horizons. The success of our program is not possible without the support of some amazing employers who hired participants. We would like to recognize the following employers: **Rossy, Key Assets, St. John's Farmer's Market, Fabricville, Coleman's, Signature Salon, Duffy Law, and Canadian Tire**.

We'd also like to express many thanks to our community partners who have delivered

exceptional training and presentations to our participants: **Memorial University Career Development, Rita Lester Relaxation Yoga, Eastern Safety Services, Training Solutions NL, Technical Rope and Rescue, Skills Canada, St. John's Board of Trade, TechKNOWtutors, Canadian Mental Health Association NL, Planned Parenthood, William Henault (art therapy), Hospitality NL, Cabot Toastmasters, St. John's Board of Trade, Autism Society of NL, Special Olympics NL, Conservation Corps, KidsCodeJeunesse, and the Royal Newfoundland Constabulary**.

We are grateful to everyone who was involved in the Horizons program, it was a fantastic year!



**Our Horizons staff Matt & Petra and our 2021 participants, during a skills training day at Easter Seals**

# Career and Educational Services

## EASTER SEALS NEWFOUNDLAND AND LABRADOR



### 'I Can Too!' Disability Awareness Program



The 'I Can Too!' disability awareness program achieved astounding success in 2021; one of our best years to date! Our Coordinator Rachel was quite busy spreading the message of kindness and inclusion to a variety of community groups as well as numerous schools throughout the province. A significant achievement for the program was reaching audiences outside of our province, this was accomplished thanks to a partnership with **Casey Sabawi, Senior Manager, National Corporate Partnerships with Easter Seals Canada** during **National AccessAbility Week**.

In 2021, 'I Can Too!' reached over 3500 students through 115 presentations. We are thankful to the following schools and community groups for the invitation to present: **Holy Trinity Elementary, Torbay Sparks, St. John's Beavers, C.C. Loughlin (Corner Brook), Centreville Academy (Centreville), William Mercer Academy (Dover), Coley's Point Primary, Indian River Academy (Springdale), Anthony Paddon Elementary (Musgravetown), All Hallows Elementary (North River), St. Bonaventure's College, Bay Roberts Primary, Admiral's Academy (CBS), Immaculate Conception School (Riverhead), Cowan Heights**

**Elementary, Labrador Straits Academy (L'anse-au-Loup), Gander Academy, Stephenville Primary, Whitbourne Elementary, Beachy Cove Elementary, Acreman Elementary (Green's Harbour), Woodland Elementary (Dildo), Goulds Elementary, St. Anne's Catholic Academy School of Virtual Learning (North York, ON) and St. Raymond's Catholic Elementary (Mississauga, ON).**

A special mention to one of our 'I Can Too!' volunteers, **Dr. Glenn Barry who is the Guidance Services Director at St. Bonaventure's College**. In November 2021, he wrote an article about the 'I Can Too!' disability awareness program that was published in the Newfoundland and Labrador Teachers' Association bulletin. We value the commitment of our volunteers and are thankful to Glen for his kind words and years of continued support.

In 2021, we were delighted with the growth of the 'I Can Too!' disability awareness program and we plan to continue to expand throughout the province, making this a truly provincial program.

# Career and Educational Services

## EASTER SEALS NEWFOUNDLAND AND LABRADOR



### Opportunities Fund Community Coordinator

In 2021, as a Provincial Coordinator for Opportunities Fund, we've been on an amazing journey where we've been fortunate to meet so many incredible people throughout our beautiful province. Our highlights included assisting participants to secure their first job, reentry into the workforce as well as funding professional development courses to assist with advancement in careers. We also continued to offer funding for the purchase of items that assisted participants in their jobs, such as laptops, tablets and software.

All of this has been made possible thanks to multi-year funding from the **Government of Canada under Employment and Social Development Canada (ESDC)**. Special thanks to the many amazing program officers who we've had the pleasure of working with in 2021.

We proudly placed 32 people with disabilities in the workforce in 2021. We are extremely grateful to the following supportive businesses and organizations who hired an individual with a disability: **Coleman's Newfoundland Drive, Drover's MJ Grocery Ltd., Down Home Delights, Eagle Enterprises (2), Eastern Edge Gallery (4), Fort Properties, Healy Services (3), Mad Catter Cafe, Marystown Mini Mart (2), Marystown Museum, MowGo Property Services, Newfoundland and Labrador Housing and Homelessness Network (3), Pizza Delight Deer Lake, Red Ochre Cafe, Shalimar Convenience, Shalimar Restaurant, Smallwood Crescent Community Centre (3), Southwest Coast SPCA, Startastic Ventures Inc (Tim Hortons), The Admiral's Galley and Keg, The Anglican Cathedral of St. John the Baptist, Town of Pouch Cove and Town of Whiteway.**

We would also like to recognize our community partners who assist us in supporting people with disabilities to enter the workforce. These include: **Canadian Council on Rehabilitation and Work, Community Sector Council, Corrections Canada, Empower, The Disability Resource Centre, John Howard Society, Mariner Resources Opportunities Network, Smallwood Crescent Community Centre (Marystown), Spinal Cord Injury (St. Anthony), The Community Centre Alliance, The Murphy Centre, and Waypoints.**

Thank you to everyone who supported our program and congratulations to all the Opportunities Fund participants on your success!



**Brittany White, staff member of the Animal Care Team with the Southwest Coast SPCA. Brittany has become a valuable member of the SPCA thanks to funding support from the Opportunities Fund Program.**

# Career and Educational Services

## EASTER SEALS NEWFOUNDLAND AND LABRADOR



### Build Your Skills



This project started with a small idea that was designed to fill a gap in programming for young adults with disabilities eighteen and above, who are not currently working. The project was created to offer a variety of different activities from recreation to life skills training that would help participants “Build Skills” in a unique and fun way.

In May 2021, both the Recreation and Employment and Educational Services Departments successfully launched the pilot Build Your Skills Program. Six participants were enrolled. Sessions included: Goal Setting, Mental Health Training, Positive Relationships, Oral communication, Thinking Skills, Working with Others, Coding, Nutrition and Healthy Eating, Protecting Yourself Online, Yoga, Music and Dance. The program was officially launched in the fall, 10 participants enrolled. Sessions included: Goal Setting, Phone Etiquette, How to use E-mails, Break the Fake News, Science Experiments, Using Social Media, Coding, Let’s Talk Science, Restaurant Etiquette, Skills for Success, Kitchen Safety, Budgeting, Grocery Shopping, Nutrition & Healthy Eating, Price is Right, Recycling, Music, Kitchen Safety,

Let’s Get Active Christmas, Wheelchair Basketball, Dansibility, Halloween Activities, Caring for Your Mental Health, Dealing with Stress, Dough Ornaments, MMSB, Painting and Christmas Crafts.

We’d like to thank the following organizations and guests who provided training sessions to participants in 2021: **Skills Canada, Tech Know Tutors, Planned Parenthood, Canadian Mental Health Association, Kids Code Jeunesse, Andrew Chaulk, Julianne Meany, Donna Stokes Lane, Debbie Parsons, MMSB and Let’s Talk Science.**

Congrats to all the staff for working as a team to make Build Your Skills a huge success. Special thanks to Hayley Redmond, who started working with Easter Seals in 2021 under a Horizons work placement with the Recreation Department. Upon completion of her placement, Hayley was hired and is now Easter Seals Recreation Program Assistant. She was instrumental in the success of this program and was responsible for the planning and assisting with the coordination of the recreational activities.

Thanks to everyone who contributed to Build Your Skills, we look forward to future offerings as we continue to build on this new and exciting program.

---

# Financial Reports

**EASTER SEALS  
NEWFOUNDLAND AND LABRADOR**

**EASTER SEALS NEWFOUNDLAND AND LABRADOR INC.  
Financial Statements  
Year Ended December 31<sup>st</sup>, 2020**



221E Memorial Drive  
Clareville, NL  
A5A 1R3

Tel 709.466.1000  
Fax 709.433.3166

---

## INDEPENDENT AUDITOR'S REPORT

---

**To the Directors of Easter Seals, Newfoundland and Labrador Inc.**

### **Qualified Opinion**

I have audited the financial statements of Easter Seals, Newfoundland and Labrador Inc. (the Organization), which comprise the statement of financial position as at December 31, 2021, and the statements of operations, changes in net assets and cash flow for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In my opinion, except for the possible effects of the matter described in the *Basis for Qualified Opinion* section of my report, the accompanying financial statements present fairly, in all material respects, the financial position of the Organization as at December 31, 2021, and the results of its operations and cash flow for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO).

### **Basis for Qualified Opinion**

In common with many not-for-profit organizations, the Organization derives revenue from fundraising activities the completeness of which is not susceptible to satisfactory audit verification. Accordingly, verification of these revenues was limited to the amounts recorded in the records of the Organization. Therefore, I was not able to determine whether any adjustments might be necessary to fundraising revenue, excess of revenues over expenses, and cash flows from operations for the year ended December 31, 2021, current assets and net assets as at December 31, 2021. My audit opinion on the financial statements for the year ended December 31, 2020 was modified accordingly because of the possible effects of this limitation of scope.

I conducted my audit in accordance with Canadian generally accepted auditing standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of my report. I am independent of the Organization in accordance with ethical requirements that are relevant to my audit of the financial statements in Canada, and I have fulfilled my other ethical responsibilities in accordance with these requirements. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my qualified audit opinion.

### **Responsibilities of Management and Those Charged with Governance for the Financial Statements**

Management is responsible for the preparation and fair presentation of the financial statements in accordance with ASNPO, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Organization's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Organization or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Organization's financial reporting process.

Independent Auditor's Report to the Directors of Easter Seals, Newfoundland and Labrador Inc.  
(continued)

### **Auditor's Responsibilities for the Audit of the Financial Statements**

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, I exercise professional judgment and maintain professional skepticism throughout the audit. I also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Organization's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Organization's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the Organization to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

Clarenville, Newfoundland and Labrador

Chartered Professional Accountant  
Richard K Power, FCPA, Professional Corporation

**EASTER SEALS, NEWFOUNDLAND AND LABRADOR INC.****Statement of Financial Position****December 31, 2021**

	2021	2020
<b>ASSETS</b>		
<b>CURRENT</b>		
Cash (Note 4)	\$ 396,616	\$ 511,129
Restricted cash	340,744	374,857
Short term investments (Note 5)	2,301,993	1,015,566
Accounts receivable (Note 6)	14,753	21,803
Prepaid expenses (Note 7)	202,098	36,494
	<b>3,256,204</b>	1,959,849
CAPITAL ASSETS (Note 8)	<b>2,591,595</b>	2,685,393
LONG TERM INVESTMENTS - Restricted (Note 9)	<b>72,227</b>	69,865
	<b>\$ 5,920,026</b>	\$ 4,715,107
<b>LIABILITIES AND NET ASSETS</b>		
<b>CURRENT</b>		
Accounts payable and accrued liabilities (Note 11)	\$ 185,949	\$ 233,793
Wages payable	38,069	34,766
Employee deductions payable	32,611	1,619
Deferred revenue - Current (Note 12)	543,617	349,518
	<b>800,246</b>	619,696
DEFERRED REVENUE - Long term (Note 12)	<b>352,881</b>	596,270
DEFERRED CONTRIBUTION - EASTER SEALS (Note 14)	<b>1,509,756</b>	1,572,663
CEBA LOAN (Note 13)	<b>60,000</b>	60,000
	<b>2,722,883</b>	2,848,629
<b>NET ASSETS</b>		
Unrestricted net assets	533,321	(888,780)
Internally restricted funds (Note 9)	72,227	69,865
Investment in Capital Assets	2,591,595	2,685,393
	<b>3,197,143</b>	1,866,478
	<b>\$ 5,920,026</b>	\$ 4,715,107

**ON BEHALF OF THE BOARD**

\_\_\_\_\_ Board Chair

\_\_\_\_\_ Finance Committee Chair

The accompanying notes are an integral part of these financial statements



**EASTER SEALS, NEWFOUNDLAND AND LABRADOR INC.****Statement of Operations****Year Ended December 31, 2021**

	2021	2020
<b>REVENUES</b>		
Fund development and corporate affairs	\$ 2,996,303	\$ 2,263,774
Program fees and career services funding	531,985	534,316
Contributions	72,160	208,649
Government funding	353,967	221,615
Rental income	9,607	8,370
Other	27,366	9,384
	<b>3,991,388</b>	<b>3,246,108</b>
<b>DIRECT EXPENSES</b>		
Fund development and corporate affairs expenses (Note 15)	1,373,180	1,205,246
<b>CONTRIBUTION MARGIN</b>	<b>2,618,208</b>	<b>2,040,862</b>
<b>EXPENSES</b>		
Amortization of capital assets (Note 8)	153,927	137,802
Operating expenses (Note 16)	452,515	382,433
Program expenses (Note 17)	751,713	593,979
	<b>1,358,155</b>	<b>1,114,214</b>
<b>EXCESS OF REVENUES OVER EXPENSES FROM OPERATIONS</b>	<b>1,260,053</b>	<b>926,648</b>
<b>OTHER INCOME</b>		
Interest income	7,705	7,353
Amortization of deferred capital contribution (Note 14)	62,907	65,528
	<b>70,612</b>	<b>72,881</b>
<b>EXCESS OF REVENUES OVER EXPENSES</b>	<b>\$ 1,330,665</b>	<b>\$ 999,529</b>

**EASTER SEALS, NEWFOUNDLAND AND LABRADOR INC.****Statement of Changes in Net Assets****Year Ended December 31, 2021**

	Unrestricted Net Assets	Restricted Assets	Investment in Capital Assets	<b>2021</b>	2020
<b>Net assets -</b>					
<b>beginning of year</b>	\$ (888,780)	\$ 69,865	\$ 2,685,393	<b>\$ 1,866,478</b>	\$ 513,661
Purchase of equipment	(60,125)	-	60,125	-	-
Amortization	(153,927)	-	153,927	-	-
Investment income	(4,362)	4,362	-	-	-
Scholarship issued	2,000	(2,000)	-	-	(2,000)
Transfer of Deferred Capital Funds	-	-	-	-	355,288
Excess of revenues over expenses	1,638,515	-	(307,850)	<b>1,330,665</b>	999,529
<b>Net assets - end of year</b>	<b>\$ 533,321</b>	<b>\$ 72,227</b>	<b>\$ 2,591,595</b>	<b>\$ 3,197,143</b>	<b>\$ 1,866,478</b>

**EASTER SEALS, NEWFOUNDLAND AND LABRADOR INC.****Statement of Cash Flow****Year Ended December 31, 2021**

	2021	2020
<b>OPERATING ACTIVITIES</b>		
Excess of revenues over expenses	\$ 1,330,665	\$ 999,529
Items not affecting cash:		
Amortization of capital assets	153,927	137,802
Amortization of deferred capital contribution	(62,907)	(65,528)
Transfer of of deferred playground funds	-	355,288
	<b>1,421,685</b>	<b>1,427,091</b>
Changes in non-cash working capital:		
Accounts receivable	7,050	31,077
Accounts payable and accrued liabilities	(47,848)	6,085
Deferred revenue	194,099	54,511
Prepaid expenses	(165,604)	(7,815)
Wages payable	3,303	2,683
Employee deductions payable	30,992	(32)
	<b>21,992</b>	<b>86,509</b>
Cash flow from operating activities	<b>1,443,677</b>	<b>1,513,600</b>
<b>INVESTING ACTIVITIES</b>		
Purchase of capital assets	(60,125)	(544,943)
Increase in long term Investments	(2,362)	(1,506)
Cash flow used by investing activities	<b>(62,487)</b>	<b>(546,449)</b>
<b>FINANCING ACTIVITIES</b>		
Deferred revenue	(243,389)	(529,285)
Proceeds from long term financing	-	60,000
Payment of scholarship	-	(2,000)
Cash flow used by financing activities	<b>(243,389)</b>	<b>(471,285)</b>
<b>INCREASE IN CASH FLOW</b>	<b>1,137,801</b>	<b>495,866</b>
Cash - beginning of year	<b>1,901,552</b>	<b>1,405,686</b>
<b>CASH - END OF YEAR</b>	<b>\$ 3,039,353</b>	<b>\$ 1,901,552</b>
<b>CASH CONSISTS OF:</b>		
Cash	\$ 396,616	\$ 511,129
Short term investments	2,301,993	1,015,566
Restricted cash	340,744	374,857
	<b>\$ 3,039,353</b>	<b>\$ 1,901,552</b>

## EASTER SEALS, NEWFOUNDLAND AND LABRADOR INC.

### Notes to Financial Statements

Year Ended December 31, 2021

#### 1. NATURE OF OPERATIONS

Easter Seals, Newfoundland and Labrador Inc. (the "Organization" or "Easter Seals") was incorporated on April 6, 1937 under the Newfoundland and Labrador Corporations Act as a non-profit organization without share capital. The Organization's main purpose is to provide programming for children with physical disabilities designed to maximize their abilities.

Easter Seals is a registered charity pursuant to the Income Tax Act (Canada) and is, therefore, exempt from income taxes under section 149 and may issue tax-deductible receipts to donors.

#### 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

##### Basis of presentation

The financial statements were prepared in accordance with Canadian accounting standards for not-for-profit organizations (GAAP).

##### Cash

Cash represents deposits or cash held with Canadian Chartered Banks.

##### Short-term investment

Short-term investments are investments in money market instruments with maturities longer than three months and less than twelve months.

##### Property and equipment

Property and equipment are stated at cost or deemed cost less accumulated amortization. Property and equipment are amortized over their estimated useful lives on a declining balance basis at the following rates and methods:

Land improvements	8%	declining balance method
Buildings	4%	declining balance method
Computer equipment	20%	declining balance method
Furniture, fixtures and equipment	10%	declining balance method

The organization regularly reviews its property and equipment to eliminate obsolete items. Government grants are treated as a reduction of property and equipment cost.

##### Use of estimates

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amount of assets and liabilities, disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the period. Such estimates such as amortization of capital assets and deferred capital contributions are periodically reviewed and any adjustments necessary are reported in earnings in the period in which they become known. Actual results could differ from these estimates.

*(continues)*

**EASTER SEALS, NEWFOUNDLAND AND LABRADOR INC.****Notes to Financial Statements****Year Ended December 31, 2021**

---

**2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)**Financial instruments policy

Financial instruments are recorded at fair value when acquired or issued. In subsequent periods, financial assets with actively traded markets are reported at fair value, with any unrealized gains and losses reported in income. All other financial instruments are reported at amortized cost, and tested for impairment at each reporting date. Transaction costs on the acquisition, sale, or issue of financial instruments are expensed when incurred.

Impairment of long lived assets

The organization tests for impairment whenever events or changes in circumstances indicate that the carrying amount of the assets may not be recoverable. Recoverability is assessed by comparing the carrying amount to the projected future net cash flows the long-lived assets are expected to generate through their direct use and eventual disposition. When a test for impairment indicates that the carrying amount of an asset is not recoverable, an impairment loss is recognized to the extent the carrying value exceeds its fair value.

Revenue recognition

Revenues are recognized when they are earned, specifically when all of the following conditions are met:

- there is clear evidence that an arrangement exists;
- amounts are fixed or can be determined;
- the ability to collect is reasonably assured.

The Organization uses the deferral method of accounting for contributions. Restricted contributions related to expenses for future periods are deferred and recognized as revenue in the period in which the related expenses are incurred.

The deferred capital contributions are recognized at the same rate as the related capital assets are amortized.

Donation recognition

Donations are recorded as revenue when received.

Contributed services

Volunteers contribute a significant number of hours per year to assist the Organization in carrying out its objectives. In addition, the Organization receives donated materials and services throughout the year. Since no objective basis exists for recording or assigning value to the services, they are not reflected in the accompany financial statements.

Managing capital

The capital structure of the Organization consists of net assets. Capital requirements are funded through government grants, program revenues and corporate donations. The objective when managing capital is to ensure it maintains adequate capital to support its continued operations.

The Organization is not subject to externally imposed capital requirements.

---

## EASTER SEALS, NEWFOUNDLAND AND LABRADOR INC.

### Notes to Financial Statements

Year Ended December 31, 2021

#### 3. FINANCIAL INSTRUMENTS

The organization is exposed to various risks through its financial instruments and has a comprehensive risk management framework to monitor, evaluate and manage these risks. The following analysis provides information about the organization's risk exposure and concentration as of December 31, 2021.

##### *(a) Liquidity risk*

Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities. The organization is exposed to this risk mainly in respect of its receipt of funds from its donors and other related sources, long-term debt, and accounts payable.

##### *(b) Interest rate risk*

Interest rate risk is the risk that the value of a financial instrument might be adversely affected by a change in the interest rates. In seeking to minimize the risks from interest rate fluctuations, the organization manages exposure through its normal operating and financing activities. The organization is exposed to interest rate risk primarily through its short and long term investments.

Unless otherwise noted, it is management's opinion that the organization is not exposed to significant other price risks arising from these financial instruments.

#### 4. CASH

Cash balance consists of:

	2021	2020
Operating funds	\$ 392,322	\$ 493,595
Cottage lottery	2,294	17,534
	<b>\$ 394,616</b>	<b>\$ 511,129</b>

#### 5. SHORT-TERM INVESTMENTS

At year end, the Organization's short-term investments consisted primarily of guaranteed investment certificates with maturity dates within one year plus accrued interest.

#### 6. ACCOUNTS RECEIVABLE

	2021	2020
Harmonized sales tax	\$ 11,639	\$ 14,143
Trade receivables	4,542	9,375
Other receivables	972	-
	<b>17,153</b>	<b>23,518</b>
Less: allowance for doubtful accounts	<b>(2,400)</b>	<b>(1,715)</b>
	<b>\$ 14,753</b>	<b>\$ 21,803</b>

**EASTER SEALS, NEWFOUNDLAND AND LABRADOR INC.****Notes to Financial Statements****Year Ended December 31, 2021****7. PREPAID EXPENSES**

	2021	2020
<u>Section heading</u>		
Insurance	\$ 28,675	\$ 36,494
Cottage Lottery 2022	102,568	-
Cottage Lottery 2023	70,855	-
	<b>\$ 202,098</b>	<b>\$ 36,494</b>

**8. CAPITAL ASSETS**

	Cost	Accumulated amortization	2021 Net book value	2020 Net book value
Land improvements	\$ 1,042,852	\$ 217,484	\$ 825,368	\$ 862,957
Buildings	2,579,835	965,287	1,614,548	1,678,593
Computer equipment	31,456	21,339	10,117	12,646
Furniture, fixtures and equipment	223,424	104,240	119,184	106,874
Signs	14,995	7,606	7,389	8,031
Parking lot	25,140	10,151	14,989	16,292
	<b>\$ 3,917,702</b>	<b>\$ 1,326,107</b>	<b>\$ 2,591,595</b>	<b>\$ 2,685,393</b>

**9. LONG TERM INVESTMENTS - Restricted**

Long term investments consists of a portfolio of mutual funds at market value (cost - \$65,591). The investment is restricted as it relates to restricted funds for scholarships.

**10. CREDIT FACILITY**

The Organization has an available operating line of credit of \$500,000 from TD Canada Trust, which bears interest at prime plus 1% per annum. As at December 31, 2021, there were no funds withdrawn on the line of credit (2020 - \$ Nil).

**11. ACCOUNTS PAYABLE AND ACCRUED LIABILITIES**

	2021	2020
<u>Payables</u>		
Accounts Payable	\$ 154,098	\$ 214,449
Accrued liabilities	31,851	19,344
	<b>\$ 185,949</b>	<b>\$ 233,793</b>

**EASTER SEALS, NEWFOUNDLAND AND LABRADOR INC.****Notes to Financial Statements****Year Ended December 31, 2021****12. DEFERRED REVENUE**

Deferred revenue relates to program funding and capital funding received in advance from donors for specific programs and capital projects at December 31, 2021.

	2021	2020
<b>Current deferred revenue</b>		
Program funding	\$ 543,617	\$ 349,518
<b>Long-term deferred revenue</b>		
Capital funding	352,881	596,270
	<b>352,881</b>	596,270
	<b>\$ 896,498</b>	<b>\$ 945,788</b>

**13. CANADA EMERGENCY BUSINESS LOAN**

A Government of Canada guaranteed loan of \$60,000 with the following terms:

The loan is interest free, and 33.33% (i.e. \$20,000) of the loan is eligible for loan forgiveness if 66.67% (i.e., \$40,000) has been fully repaid on or before December 31, 2023. It also has no principal repayments during this period.

If the loan is not repaid by December 31, 2023, it can be converted into a 2-year term loan, and will be charged an interest rate of 5%, payable monthly. It will still not incur any principal payment requirements until December 31, 2025.

**14. DEFERRED CAPITAL CONTRIBUTIONS**

Deferred capital contributions represents the donations received for the original construction of the Easter Seals House. As amortization of the building is recorded, deferred capital contributions are recorded as an offset to amortization on the Easter Seals House.

**15. FUND DEVELOPMENT AND CORPORATE AFFAIRS EXPENSES**

	2021	2020
Advertising and promotion	\$ 201,346	\$ 178,904
Event rental and prizes	987,943	872,177
Licensing and event fees	21,415	18,940
Office and supplies	10,185	11,918
Other	16,576	10,021
Salaries and benefits	135,020	112,311
Travel	695	975
	<b>\$ 1,373,180</b>	<b>\$ 1,205,246</b>



**EASTER SEALS, NEWFOUNDLAND AND LABRADOR INC.****Notes to Financial Statements****Year Ended December 31, 2021****16. OPERATING EXPENSES**

	2021	2020
Insurance	\$ 54,697	\$ 29,876
Interest and bank charges	59,439	48,691
Miscellaneous	9,309	2,773
Office and supplies	12,056	9,323
Professional fees	3,625	3,424
Repairs and maintenance	53,318	38,109
Salaries and wages	238,150	228,904
Utilities	21,187	22,083
Bad debts	685	(750)
	<b>\$ 452,466</b>	<b>\$ 382,433</b>

**17. PROGRAM EXPENSES**

	2021	2020
Miscellaneous	\$ 15,580	\$ 33,434
Office and supplies	25,542	24,299
Professional fees	7,020	2,489
Program Stipends	40,557	43,957
Salaries and benefits	654,244	466,528
Service rentals	6,970	8,085
Travel	1,864	15,187
	<b>\$ 751,777</b>	<b>\$ 593,979</b>

**18. COMPARATIVE FIGURES**

Some of the comparative figures have been reclassified to conform to the current year's presentation.







**Newfoundland  
and Labrador**

---

**CONTACT INFO**

Easter Seals House  
206 Mount Scio Road, St. John's, NL  
A1B 4L5

**E** : [info@eastersealsnl.ca](mailto:info@eastersealsnl.ca)

**W** : [www.eastersealsnl.ca](http://www.eastersealsnl.ca)

**P** : 709.754.1399

