



Newfoundland
and Labrador

Easter Seals

NEWFOUNDLAND AND LABRADOR

Annual General Meeting 2024

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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.

“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.”



PARK PROJECT PHASE 3

We appreciate your efforts in promoting accessibility and inclusion. Your contribution is helping to make our park vision a reality. Thank you!



Phase 1:
COMPLETE



Phase 2:
COMPLETE



Phase 3:
IN PROGRESS

Square Footage Donors

Advanced Security Inc.
Advantage Auto Glass
Barry Walsh
Beaufort Solutions
Bert & Jonathan Hickman
Bill Macdonald
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Rosie Boland
Shea Heights Pharmacy
Sherry Duffy
SWL Consulting
Theresa Bradbury
Todd Hiscock
Ward Avery
William MacDonald

Letter From The Chair



Kelley Santos

Chair, Board of Directors

Since 1937, Easter Seals Newfoundland and Labrador has played a critical role in providing over 20 recreation, employment, and educational programs and 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 by offering meaningful programs and services.

Approximately 100,000 people of all ages in Newfoundland and Labrador live with physical, sensory, cognitive, or other disabilities that present barriers to full participation in society. Our objective is to tear down these barriers and build an inclusive province where everyone belongs.

In 2024, we had the honour of recognizing Andrew Woodrow as our Fraser Edison Easter Seals Ambassador Trust (FEESAT) recipient during our

Easter Seals Month Launch at Government House with Her Honour, The Honourable Joan Marie J. Aylward, O.N.L. Andrew has been a bright light in our community this year—speaking from the heart, representing us with pride, and showing how true advocacy for accessibility and inclusion, when led with kindness, can inspire everyone around him.

In May, our ninth annual Luxury Cabin Lottery launched with a beautiful cabin in Brigus Junction, helping us raise critical funds for the continued development of the Easter Seals NL Park—a place where accessibility, recreation, and joy meet. In December, we came together for our 11th annual Celebrate the Season, filling the St. John's Convention Centre with music, laughter, and connection. Events like these remind us just how strong our community is.

Throughout the year, our staff and volunteers worked tirelessly to offer meaningful programming across the province. In recreation, we welcomed over 75 new participants and 102 new volunteers, while running a full calendar of activities—from swimming and dance to music therapy, sledge hockey, and more. Weekly socials and seasonal favourites like Jeremy's Cup and Camp brought people together in the best possible ways.

Our Employment and Educational Services Department supported over 180 individuals in 2024. The Horizons Work Experience Program wrapped up its four-year cycle with an 86% success rate, while Opportunities Fund continued to promote inclusive employment across 40+ workplaces. Our 'I Can Too!' education sessions reached over 4,800 students, and Secure Futures gave over 75 families the financial tools to plan confidently for the future.

None of this would be possible without the heart and generosity of our supporters. To our participants, families, volunteers, staff, donors, and partners—thank you. You are the reason we continue to grow. Your belief in this work helps build a more compassionate and inclusive Newfoundland and Labrador for everyone.

As we look ahead to 2025 and the launch of our next Strategic Plan, we do so with deep gratitude and a renewed commitment to lifting each other up.

With heartfelt thanks,
Kelley Santos
Chair, Board of Directors

CEO Report



Mark Bradbury

Chief Executive Officer

Dear Easter Seals Newfoundland and Labrador Friends

2024 has been a year of growth, connection, and unwavering community support at Easter Seals Newfoundland and Labrador. With each season, our participants engaged in life-changing recreation and employment programs, while enjoying our accessible and inclusive spaces made possible through your generosity, especially our vibrant park and playground.

Our Recreation Programs Department brought another extraordinary year of programming to life in 2024.

This team didn't just run programs—they built belonging. With 76 new participants and 94 new volunteers joining our community, they delivered a full calendar of accessible and inclusive activities that touched lives in deeply meaningful ways. From swimming and pottery to creative music, sledge hockey, wall climbing, and dance, the range and quality of our programming were exceptional. The launch of weekly socials and workshops added valuable opportunities for connection—especially for adults—and our team ensured that each offering was delivered with care, creativity, and intention.

Our camps at Easter Seals House and Camp Bumbleberry continued to provide cherished experiences for youth, adults, and families alike. Seasonal highlights like Jeremy's Cup, the Family Fun Carnival, and Halloween Trunk or Treat brought our community together time and again, building memories that will last well beyond the calendar year.

This success is only possible because of the passionate, capable, and compassionate people behind it. I want to sincerely thank our entire Recreation Team for their unwavering commitment—Megan Wall (on part-time contract whilst on maternity leave), and the exceptional group who stepped in and stepped up in her absence: Dayna Payne (Interim Manager), Haley Squires, Ian Walsh, Elizabeth McNeil, Olivia Connors, Sean Baker, and Hannah Martin. Each of you brought energy, skill, and care to your roles, and your efforts made a profound impact on the lives of our participants.

Our Employment and Educational Services Department thrived under the leadership of Paula Hayes, Rachel Warren, Petra Chaffey-Johnson, Breanna Pelley, Abby Kelly (until April), and Britney Payne (joined August). In 2024, our team supported individuals in securing employment, advancing in their careers, and building essential life skills through professional development, financial literacy, and disability education.

Horizons Work Experience Program concluded its 2020–2024 funding cycle with an 86% success rate—44 of 51 participants entered the workforce or post-secondary education. A new intake began in August 2024 under renewed funding through 2028. Britney stepped in as Coordinator during Breanna's educational leave. This program continues to create real, lasting change thanks to support from the Youth Employment and Skills Strategy, RBC, Service Canada, and our incredible community partners and employers.

CEO Report

Our 'I Can Too!' Disability Education Program reached over 4,800 students through 187 presentations, including a new partnership with Sheshatshiu Innu School's first Inclusion Week. Thank you to Empire Life for sponsoring this work and to Abby Kelly for her outstanding contributions before her departure.

The Opportunities Fund Program, delivered for 10 years through funding from Employment and Social Development Canada, supported 63 individuals in 2024. We partnered with over 40 employers and 20 community organizations to help participants find and maintain employment. We're grateful to Program Officers Thi Phan Will and Diane Duguay for their ongoing support.

The Sun Life Workplace Readiness Program recognized four outstanding recipients—Anna Santos, Emma Jones, Mya Lieb, and Carrie-Ann Bugden—for their academic dedication. Funded by Sun Life and delivered by Easter Seals Canada, this mentorship and scholarship program helps youth pursue post-secondary education and careers.

Through Secure Futures, over 75 participants and their families engaged in financial literacy education. With renewed funding from TD Bank, our offerings included classroom sessions, caregiver workshops, and free tax prep through the Community Volunteer Income Tax Program. Thank you to our partners and presenters from Activate Learning, CRA, CPA Canada, Service Canada, Credit Counselling NL, and IG Wealth Management.

I'm incredibly proud of the exceptional work led by our Fund Development and Communications Department in 2024. Samantha, Laura, Kari, and Taylor delivered a year of powerful campaigns, vibrant community events, and meaningful engagement that brought our mission to life across the province. From securing vital grant funding to executing our Annual Luxury Cabin Lottery, their efforts made an extraordinary impact. They led record-breaking events like Dash for Donuts and Celebrate the Season, expanded the Summer Concert Series, and built strong partnerships through third-party initiatives like Inclusion Night with the Rogues and Studio Verso's Verso Gives. With thoughtful storytelling and strategic outreach, they amplified participant voices, inspired donor support, and helped Easter Seals NL continue to grow as a leader in accessibility and inclusion.

Grant and proposal writing continues to be one of the most critical pillars of our organization's sustainability and growth. In 2024, successful grant applications supported the expansion of our recreation programming, the purchase of adaptive equipment, and significant progress on Phase 3 of our Inclusive Park Project—including an accessible outdoor rink, hardcourt surface, and a 2,600-square-foot outbuilding to house our growing equipment loan programs. We are hopeful that Provincial and Federal Governments contribute significantly to bring this phase to a groundbreaking launch and start of construction. We are especially grateful for the exceptional work of Kari, whose diligence, strategic thinking, and writing expertise have made her an invaluable asset to Easter Seals NL.

We were proud to recognize our 2024 Fraser Edison Easter Seals Ambassador Trust (FEESAT) recipient, Andrew Woodrow, during our traditional Easter Seals Month Launch at Government House with Her Honour, The Honourable Joan Marie J. Aylward, O.N.L.,. Andrew has been an exceptional representative of Easter Seals Newfoundland and Labrador throughout the year. He made remarkable strides as a public speaker, confidently sharing his story at events, in media interviews, and within the broader community. In addition to his ambassadorial work, Andrew achieved great success in the sport of boccia, proudly representing

CEO Report

Newfoundland and Labrador at national competitions and earning well-deserved recognition for his focus, sportsmanship, and competitive spirit. Andrew's determination and kindness inspired everyone he met. We extend our sincere thanks to Fraser Edison for his ongoing support of this vital ambassador program, and to Samantha Parrell for coordinating numerous public relations opportunities that helped Andrew's confidence and voice grow. We are also deeply grateful to Lynnette and Adam, Andrew's parents, for their unwavering support and commitment throughout the year. Andrew's leadership and presence left a lasting impact in 2024, and we look forward to seeing all that he will accomplish in the future.

Financially, Easter Seals NL remains in a healthy position, as noted in our Treasurer's report. This stability is the result of ongoing collaboration, generosity, and hard work. We extend our heartfelt thanks to the businesses, schools, government departments, volunteers, and donors who supported us throughout 2024. Your commitment enabled us to deliver over 20 inclusive recreation programs and province-wide employment services, and educational services.

We're proud of what we've accomplished together, and with your continued support, we look forward to launching our next Strategic Plan in 2025, building on a strong foundation of inclusion, impact, and community leadership.

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

Treasurer's Report



Courtney Green

Treasurer



We are pleased to report that the Easter Seals organization (“Easter Seals”) is in a very healthy financial position. Cash and investments remain stable year over year due to the continued success of fundraising activities, such as the Cabin Lottery. It is important to note that approximately \$1.6 million of this balance is internally restricted, meaning it is not available for day-to-day operations and will be used to support the development of Phase 3 of the Park outdoor arena and outbuilding, as well as the working capital requirement for the Cabin Lottery licensing. Easter Seals continues to invest in capital projects to enable the organization to provide meaningful programs and services and to 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 increased over the prior year, mainly due to the receipt of funding, which will be recognized as income as the associated capital projects are completed and program equipment and supplies are purchased.

The excess of revenues over expenses has decreased compared to the prior year, mainly due to a slight decrease in fundraising revenue and career services funding, as well as an increase in operating and program expenditures. Although we are subject to normal operating challenges that most charitable organizations are faced with, we remain in a sound financial position and continue to strategically plan and invest for the upcoming years. Our efforts are focused on ensuring a financially prosperous and stable organization to house the programs and services we offer to persons with disabilities in Newfoundland and Labrador.







Hi!
My name is
Andrew Woodrow.

Ambassador's Letter

Andrew Woodrow

2024 Easter Seals Ambassador

My name is Andrew Woodrow, and I have had the incredible honour of serving as the 2024-2025 Easter Seals Ambassador for Newfoundland and Labrador.

They say time flies when you're having fun, and this year has truly flown by. It's hard to believe that my time as Ambassador is coming to an end. This role has been so much more than just an opportunity—it has been a journey of personal growth, connection, and gratitude.

One of my favourite parts of being Ambassador was working with the media to spread awareness about Easter Seals and the life-changing programs that support so many people with disabilities. Through this experience, I became a more confident public speaker—something that has helped me not only in my role here but also in school, debate club, and everyday life.

Easter Seals has been a part of my life since I was 13 years old, and the opportunities it has given me are immeasurable. From wheelchair basketball, swimming, overnight camps, and fun nights to family days and camp days, I have been able to take part in so many enriching experiences. It was through Easter Seals that I was introduced to boccia, a Paralympic sport similar to lawn bowling or curling. What started as a new hobby turned into a passion, leading me to compete nationally in Quebec and Ontario. This year, at the 2024 Canadian National Boccia Championships, I was honoured to receive the prestigious Gilles Henry Spirit of the Game Award. I am also proud to share that I have been selected as a member of the 2025 Boccia Canada National Espoir Team and will be representing Canada in Brazil this March at the World Youth Boccia Championship. None of this would have been possible without the support of the staff, volunteers, and participants at Easter Seals, who introduced me to the sport and provided the equipment and accessible facilities I needed to train and grow.

Easter Seals is a place where, the moment you walk in, your disability is left at the door. Everything—from the building to the amphitheater to the park—is

fully accessible, allowing me and so many others to participate in activities freely, without barriers. My friends and I are able to live our best lives because of this safe, inclusive environment. And none of it would be possible without the generosity of people like you.

I have also seen firsthand the dedication and hard work of the staff and volunteers who make Easter Seals NL what it is. Their impact has inspired me to give back, and I now proudly volunteer at summer Youth Camp and Junior Boccia every week. It's an amazing feeling to be able to support an organization that has given me so much.

To all the staff, board members, government representatives, and members of our community here today—thank you. Your ongoing support ensures that people with disabilities can enjoy life to the fullest, regardless of their abilities.

I would also like to give a special thank you to Wendy Edison Freake, and the Fraser Edison Easter Seals Ambassador Trust (FEESAT). I am thrilled to share that I have been accepted into the Faculty of Engineering at Memorial University for Fall 2025. This scholarship will help me achieve my goal of becoming a civil engineer, so that one day I can create more inclusive spaces, ensuring that people with physical disabilities can live barrier-free in their communities. I am deeply grateful for this support.

Finally, I would like to extend my sincere gratitude to Her Honour, the Lieutenant Governor, for hosting this wonderful event and for her ongoing support of Easter Seals NL as a patron. Your kindness and generosity make a meaningful impact on our community, and I am truly honoured to be here today.

Together, all of you have helped me remove the 'dis' from disability. Your support has allowed me to dream big, push boundaries, and embrace every opportunity that comes my way.

From the bottom of my heart—thank you.

Our Team

EASTER SEALS NEWFOUNDLAND AND LABRADOR BOARD OF DIRECTORS 2024

• Kelly Santos	Chair
• Mike Murphy	Vice Chair (until October 4, 2024)
• Cortney Green	Treasurer
• Michael Duffy	Past Chair
• Stephanie Mandville	General Member
• Leah Davis	General Member
• Steve Follett	General Member
• Gary Bowen	General Member

STAFF

• Mark Bradbury	Chief Executive Officer
• Katie Janes	Accounting and Payroll Manager
• Rebecca McNeill	Accounting and Payroll Officer
• Samantha Parrell	Fund Development and Communications Manager
• Laura Douglas	Fund Development and Communications Officer
• Kari Dunphy	Grant Writer and Planned Giving Coordinator
• Taylor Higdon	Fund Development - Events and Lotteries Assistant
• Megan Wall	Recreation Programs and Building Maintenance Manager (Maternity Leave began March)
• Dayna Penney	Interim Recreation Programs Manager (March) and Outreach Coordinator
• Emily Murphy	Recreation Program Coordinator (Maternity Leave)
• Nick Sweetapple	Recreation Program Coordinator (Finished February)
• Emily Edwards	Recreation Program Coordinator (Maternity Leave)
• Sean Baker	Recreation Program Coordinator (Maternity Leave Replacement)
• Olivia Connors	Recreation Program Coordinator (Maternity Leave Replacement)
• Haley Squires	Recreation Program Lead
• Ian Walsh	Recreation Program Lead

Our Team

EASTER SEALS NEWFOUNDLAND AND LABRADOR

STAFF

• Taylor Gambin	Recreation Program Lead (January - May)
• Elizabeth McNeill	Recreation Program Lead (Started September)
• Hayley Redmond	Recreation Programs Assistant PT
• Paula Hayes	Employment & Educational Services Director
• Rachel Warren	Opportunities Fund and 'I Can Too!' Disability Education Coordinator
• Abby Kelly	'I Can Too!' Disability Education Assistant (January - April)
• Petra Chaffey-Johnson	Program Officer (Horizons and Secure Futures)
• Breanna Pelley	Program Coordinator (Horizons and Secure Futures)
• Britney Payne	Program Coordinator (Horizons and Secure Futures from August-December)



Recreation Programs

EASTER SEALS NEWFOUNDLAND AND LABRADOR

In 2024, our Recreation Programs Department proudly delivered a full calendar of accessible and inclusive programming, welcoming over 76 new participants and 94 new volunteers into our growing community.

With incredible support from our volunteers, community partners, families, and of course, our participants, we delivered a wide variety of weekly programs including Swimming, Swim with Me, Pottery, Target Shooting, Wheelchair Basketball, Archery, Let's Get Active, Build Your Skills, Boccia, Build Your Skills, Sledge Hockey, Jr. Boccia, Wall Climbing, and the full suite of our Creative Expressions Music groups: Adult Music Group, Musically Motivated Youth, Music and Me, Music and Movement, Individual Music sessions, and the ESNL Choir. Our dance program, Dansability, continued to thrive with the addition of a new performance session. We were thrilled to expand our adult programming with the launch of weekly socials and workshops, creating more opportunities for connection and engagement. In addition to recreation programs, we continued delivering vital services through our General Equipment Loan Program and Linda's Equipment Crossing. We proudly expanded several core offerings, including making Swim with Me available at all session times, adding a new Choir group, and growing our Youth Music Groups.

Our camp programming remained a cornerstone of the department, with Easter Camp and Day Camp hosted at Easter Seals House, and overnight Family, Youth, and Adult Camps at Camp Bumbleberry at Burry Heights offering unforgettable experiences.

We also hosted several seasonal and community-building events throughout the year, including Kick Off to Summer Fire, Jeremy's Cup, End of Summer Fire, Halloween Truck or Treat, our Family Holiday Party, Family Easter Fun Day, and the much-loved Family Fun Carnival.

Throughout the year, we welcomed several new team members who enriched our programs with their skills and dedication: Haley Squires (Part-time Recreation Program Lead – full year), Ian Walsh (Part-time Recreation Program Lead – full year), Elizabeth McNeil (Part-time Recreation Program Lead & Music Instructor – spring to fall), Olivia Connors (Recreation Programs – maternity leave coverage – fall), Sean Baker (Recreation Programs – maternity leave coverage – spring to fall), Hannah Martin (Recreation Programs – full year), and Dayna Payne, who stepped up as Interim Recreation Manager while Megan Wall is on maternity leave.

Together, this amazing team delivered another incredible year of programming that fostered belonging, joy, and opportunity for people with disabilities of all ages.



Fund Development and Communications Department

EASTER SEALS NEWFOUNDLAND AND LABRADOR

Communications

In 2024, our Fund Development and Communications Department continued to work closely with the Employment and Educational Services and Recreation Programs Departments to deliver dynamic and inclusive messaging across all platforms. With an emphasis on accessibility and inclusion through programs such as our two equipment loan programs, our marketing strategy focused on increasing program awareness, boosting donor engagement, and championing Phase 3 of our Park Project.

With creative support from JAC Agency and expanded collaborations with local and national media outlets, Easter Seals Newfoundland and Labrador (ESNL) saw a notable increase in public engagement. Our campaigns highlighted participant achievements, promoted accessibility, and brought visibility to our vision and mission across digital, print, and broadcast channels.

Grants

2024 marked another successful year in securing grant funding for Easter Seals NL. Our organization secured funding to support recreation, skill-building, and accessible infrastructure.

Highlights include: a new partnership with Empire Life to expand the reach of our “I Can Too!” Disability Education Awareness program; a Government of NL grant that allowed our staff and board to hold a Strategic Planning Retreat to plan for the future of ESNL over the next 5 years; a Canadian Tire Jumpstart grant that allowed us to update our Target Shooting Program; a CIBC grant that allowed us to provide life-changing adaptive equipment to children in our community; and many continued relationships with donors and sponsors who make it possible for us to achieve our mission.

These grants allowed us to launch new initiatives, purchase adaptive equipment, and expand access to barrier-free programs, while also fostering relationships with funders committed to accessibility, inclusion, and community wellness.



Fund Development and Communications

2024 Annual Campaigns and Events

2024 saw a renewed commitment to accessibility and inclusion through our campaigns and events that raise both funds and awareness:

- Snowarama
- Dash for Donuts
- Summer Concert Series
- Disability Golf Classic
- Centerpiece Workshop
- Gift Wrapping at the Avalon Mall with JAC Agency

2024 Fundraising Campaigns

- Park Project Campaign
- Easter Seals Month
- Red Shirt Day
- Easter Seals Launch Hosted by Lieutenant Governor of Newfoundland and Labrador Joan Marie Aylward, at Government House
- The Fraser Edison Easter Seals Ambassador Trust (FEESAT) Recipient Andrew Woodrow
- Easter Seals NL Direct Mail Campaign - Equipment Loan Programs
- Easter Seals Paper Egg Campaign
- Century 21 Kids to Camp Campaign
- 9th Annual Luxury Cabin Lottery in Brigus Junction

Third-Party Events

- Inclusion Night with Rogues
- Hometown Star with Rick Mercer
- Studio Verso - Verso Gives Classes
- Waterford Valley High Wake-a-thon
- A Night Out with PariMD and Allison Best

We are immensely grateful to our donors, sponsors, community partners, and supporters. Because of you, Easter Seals NL continues to provide over 20 inclusive recreation programs and employment and educational services that change lives across our province.

Employment and Educational Services

EASTER SEALS NEWFOUNDLAND AND LABRADOR

Our Employment & Educational Services Department thrives, delivering quality programs led by a complimentary team - Paula Hayes, Rachel Warren, Petra Chaffey-Johnson, Breanna Pelley, Abby Kelly, and Britney Payne. In 2024, they supported participants to secure employment, guided individuals to advance in their careers through professional development training, implemented financial literacy sessions, supported students to forge ahead in their educational journeys, and delivered the message about the importance of disability awareness. In April, we said goodbye and best wishes to Abby as she works towards her law degree at the University of New Brunswick. We were pleased to welcome Britney to our team in August and are thrilled to announce she accepted a new position as our Disability Education Lead, commencing in 2025.



Secure Futures



2024 Secure Future Participants in-Class Session with Petra

We proudly continued delivery of our **Secure Futures Financial Literacy Program**, funded through **TD Bank**, in partnership with Easter Seals Canada.

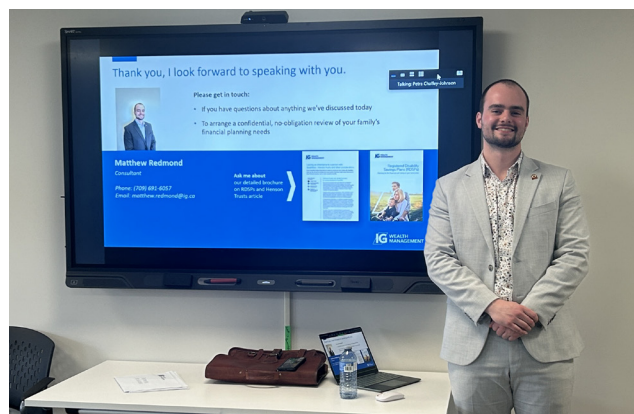
In 2024, our program supported over 75 participants through four in-class intakes and three caregiver sessions, equipping participants and their families with essential financial knowledge and strategies. We continued participating in the **Community Volunteer Income Tax Program**, offering accessible basic tax preparation and filing services to our Easter Seals community.

We are grateful for our dedicated facilitators and industry experts who delivered financial literacy training. Special appreciation goes to:

Logan St. Croix from Activate Learning, Krista Rice from CPA Canada, Melanie Cole and Kimberly Radford from the Canada Revenue Agency, Vanessa Rideout and Tara Pitcher from Service Canada, Credit Counselling Services NL, Income Support NL, and Matthew Redmond from IG Wealth Management.

With **renewed funding** secured from **TD Bank** for 2024-2025, we look forward to another year of empowering individuals with the knowledge and resources to achieve financial independence.

Thank you to all who have supported Secure Futures this past year. Your contributions continue to make a meaningful impact on the lives of our participants and their families.



Presenter: Matthew Redmond IG Wealth Management

Employment and Educational Services

EASTER SEALS NEWFOUNDLAND AND LABRADOR



Sun Life Workplace Readiness Program

Congratulations to our 2024 Sun Life Canada 'Work Readiness Scholarship and Mentorship Program' recipients from Newfoundland and Labrador—**Anna Santos, Emma Jones, Mya Lieb, and Carrie-Ann Bugden.**

Our program is generously funded by **Sun Life Canada** and delivered by Easter Seals Canada. It supports recipients in their post-secondary academic studies. Recipients are paired with mentors who play an important role in helping them achieve their education and work goals. Kudos to Anna, Emma, Mya, and Carrie-Ann for this well-deserved recognition! Your dedication and hard work are truly commendable.

Thank you Sun Life Canada for your commitment to fostering education and career growth.



Anna Santos
2024 Sun life Scholarship Recipient



Emma Jones
2024 Sun life Scholarship Recipient



Mya Lieb
2024 Sun life Scholarship Recipient



Carrie-Ann Bugden
2024 Sun life Scholarship Recipient

Employment and Educational Services

EASTER SEALS NEWFOUNDLAND AND LABRADOR



Horizons Work Experience Program



Horizons 2024 Participant, Thomas Larsen Mock Interviews with the Board of Trade

In 2024, Petra, Breanna, and Britney continued to deliver our well-established Horizons Program, assisting youth with barriers to employment to enhance their skills and secure work with local employers. We were delighted to have Britney join us as our temporary Program Coordinator while Breanna was on educational leave.

Our final intake for 2020-2024 delivery concluded with an **impressive success rate of 86%**. 44 participants out of 51 either entered the workforce or enrolled in post-secondary school. Additionally, we secured **renewed funding for 2024 to 2028**, allowing us to continue supporting new participants. Our first intake for this new funding period began in August 2024, when we welcomed 9 new participants.

Our program remains possible thanks to multi-year funding from the **Youth Employment and Skills Strategy (YESS), an initiative of the Government of Canada led by Employment and Social Development Canada (ESDC)**. We appreciate the support of Service Canada Senior Program Development Officers: Ann Marie Johnson, Paula Whittle, and Corey Frizzell, with special thanks to Marina Mercer who is always a champion for the important work we do.

We are grateful to RBC for their continued financial support, which was made possible through our partnership with Easter Seals Canada. Funding enhanced the assistance offered to participants,

providing access to adaptive equipment, transportation services, additional training opportunities, and so much more.

Our incredible community partners delivered engaging training, informative presentations, and, personalized tours. 2024 Horizons community partners include:

St. John's Board of Trade, Eastern Safety Services, Training Solutions NL, Planned Parenthood, Skills Canada, Trans Support NL, Choices For Youth, CNA, Eastern Academy, Keyin College, Academy Canada, First Light, Workers Action Network, Canadian Mental Health Association, Autism Society, Newfoundland and Labrador, Simply For Life, Opening Doors, Storytelling NL, and the Human Rights Commission NL.

The achievement of our program is made possible through the invaluable support of exceptional employers who provided employment opportunities to our participants. We thank the following employers for their partnership: **Rossy, Pipers, Tim Hortons, The YMCA, Clay Cafe, Metal Tech, NL Liquor Corporation, and CNIB.**

We sincerely appreciate everyone who contributed to the Horizons program in 2024. Your dedication and support have made a lasting impact on our participants and their futures.



Horizons 2024 Participant, Anton Buckley First Aid with Eastern Safety Services

Employment and Educational Services

EASTER SEALS NEWFOUNDLAND AND LABRADOR



'I Can Too!' Disability Education Program



A virtual 'I Can Too!' presentation delivered to students at Sheshatshui Innu School by Rachel Warren

This year, our program continued to grow, reaching new communities and developing new relationships with schools and community groups across the province. We were excited to participate in Sheshatshui Innu School's first inclusion week, where we provided students with virtual presentations. Abby continued as our Program Assistant until April, supporting Rachel with program delivery. Special thanks to Abby for her hard work, dedication, and willingness to help expand our program.

In 2024, 'I Can Too!' reached over **4,800** students through **187** presentations. We are thankful to the following schools and community groups for the invitation to present: **All Hallows Elementary (North River), Acreman Academy (Green's Harbour), Admiral's Academy (Conception Bay South), Association for New Canadians Summer Learning Program, Bay Roberts Primary, Beachy Cove Elementary, Brian Peckford Primary (Triton), Cape St. Francis Elementary (Pouch Cove), Cowan Heights Elementary, Donald C. Jamieson Academy (Burin Bay Arm), East Point Elementary, Elizabeth Park Elementary (Paradise), Green Bay South Academy, Hazelwood Elementary,**

Helen Tulk Elementary (Bishop's Falls), Holy Family Elementary (Chapel Arm), Holy Trinity Elementary, Indian River Academy (Springdale), Juniper Ridge Intermediate, Larkhall Academy, Manuels River Day Camp (CBS), Mary, Queen of Peace Elementary, Mount Pearl Sparks, Newtown Elementary, Octagon Pond Elementary, Paradise Sparks, Phoenix Academy (Carmerville), Rennie's River Elementary, Roncalli Elementary, Sheshatshi Innu School, St. Augustine's (Bell Island), St. Bernard's School (Witless Bay), St. David's Sunday School, St. Mary's Elementary, St. John's Bosco (Shea Heights), Topsail Cubs, Tricon Elementary (Old Perlican), Twilingate Island Elementary, Upper Gullies Elementary, Vanier Elementary, Whitbourne Elementary, and Woodland Elementary (Dildo).

We were excited to see continued growth and positive feedback on the program. Thanks to **Empire Life** for sponsoring our program in 2024. We will continue to work hard to reach students, schools, and communities across the province with our message of inclusion and acceptance.



'I Can Too!' school presentation delivered by Abby Kelly

Employment and Educational Services

EASTER SEALS NEWFOUNDLAND AND LABRADOR



Opportunities Fund Community Coordinator

In 2024, as a Provincial Coordinator for Opportunities Fund, Paula and Rachel were fortunate to connect with many wonderful folks across the province. Being a part of a participant's career journey is something we do not take for granted, and we thank them for placing their trust in us to assist them. We helped participants secure their first jobs, re-enter the workforce, and funded the purchase of equipment to assist participants in their jobs, such as laptops, tablets, and software. We were also fortunate to be able to support professional development training to help participants advance in their careers.

Our program has been possible thanks to multi-year funding from the **Government of Canada led by Employment and Social Development Canada (ESDC)**. 2024 marked **10 years** of Easter Seals delivery of the program. We'd like to thank the many fantastic Program Officers we enjoyed working with throughout those 10 years, with special thanks to Senior Program Development Officers Thi Phan Will, and Diane Duguay who have been a source of continued support in 2024.

In 2024, we are proud to support 63 individuals to secure employment. We are incredibly grateful to the following supportive businesses and organizations who hired an individual with a disability: **Admiral's Galley and Keg (Marystown), Around the Bay Carpentry (Lower Island Cove), AnaGreg Holdings (Carbonear), Anna Templeton Centre, Bailey's Pharmacy, Blue Canoe Family RV Park (Springdale), Bumblebee Bight Brewery and Inn (Pilley's Island), Burin Peninsula Brighter Futures, Canadian Tire (Carbonear), Downtown Comics, Eagle Enterprises (Roddickton), Empower, the Disability Resource Centre, Green Bay Community Employment Corporation (Springdale), Greenwood Convenience and Bakery (Creston South), Indian Falls Chalets (Springdale), King's Point Heritage Society, Lavish Creations 4 U (Conception Bay South), Lawnya Vawnya, Legge's Enterprise 2018 (Marystown), Mad Catter Cafe, Mary K's Salon (Marystown), Mow Go Property Services, Munchies**

N'More (Marystown), Philippa Jones Art, PerSistence Theatre Company, RDSL Regional Waste Courier (Brigus), Rene's Auto Body (Burin), Rossy (Lewisport), Rossy (St. John's), Royal Newfoundland Yacht Club (Conception Bay South), S&S Pharmacy, Seaside Lookout (Marystown), Smallwood Crescent Community Centre (Marystown), Springdale Gardens, Spruce Construction, SSVP Carbonear Food Bank, St. John's International Women's Film Festival, Thread's Up (Conception Bay South), Tilly's Salon and Solarium (Marystown), Town of King's Point, Town of Robert's Arm, Trimaxx Home Construction, Urban Market 1919, Volcano Bakery (Conception Bay South), and Witless Bay Retirement Centre.



Opportunities Fund participant, Bryce Donaldson working at Downtown Comics

We would also like to recognize our community partners who assist us in supporting people with disabilities in entering the workforce. These include: **the Autism Society of Newfoundland and Labrador, the Canadian Council on Rehabilitation and Work, the Community Sector Council, Corrections Canada, Choices for Youth, Empower, The Disability Resource Centre, the Department of Immigration, Population Growth and Skills, Green Bay Community Employment Corporation, 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!

Financial Reports

**EASTER SEALS
NEWFOUNDLAND AND LABRADOR**

EASTER SEALS NEWFOUNDLAND AND LABRADOR INC.
Financial Statements
Year Ended December 31st, 2024

EASTER SEALS, NEWFOUNDLAND AND LABRADOR INC.
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Year Ended December 31, 2024

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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, 2024, 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, 2024, 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, 2024, current assets and net assets as at December 31, 2024. My audit opinion on the financial statements for the year ended December 31, 2023 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.

Clareville, Newfoundland and Labrador

Chartered Professional Accountant
Richard K Power, CPA, Professional Corporation

EASTER SEALS, NEWFOUNDLAND AND LABRADOR INC.
Statement of Financial Position
December 31, 2024

	2024	2023 <i>Revised - Note 19</i>
ASSETS		
CURRENT		
Cash (Notes 2, 4)	\$ 721,947	\$ 1,052,681
Short term investments (Notes 2, 5)	3,414,082	2,865,761
Accounts receivable (Note 6)	18,768	19,431
Prepaid expenses (Note 7)	126,377	186,398
	4,281,174	4,124,271
CAPITAL ASSETS (Note 8)	2,432,395	2,488,774
LONG TERM INVESTMENTS - RESTRICTED (Note 10)	70,113	66,952
	\$ 6,783,682	\$ 6,679,997
LIABILITIES AND NET ASSETS		
CURRENT		
Accounts payable and accrued liabilities (Note 12)	\$ 190,702	\$ 136,033
Canada emergency business loan (Note 9)	-	60,000
Wages payable	46,885	53,301
Employee deductions payable	29,877	34,302
Deferred revenue (Note 13)	432,166	341,515
	699,630	625,151
DEFERRED CONTRIBUTION - EASTER SEALS HOUSE (Note 14)	1,335,736	1,391,392
	2,035,366	2,016,543
NET ASSETS		
Unrestricted net assets	645,808	507,728
Internally restricted funds (Notes 10, 15)	1,670,113	1,666,952
Investment in capital assets	2,432,395	2,488,774
	4,748,316	4,663,454
	\$ 6,783,682	\$ 6,679,997

EASTER SEALS, NEWFOUNDLAND AND LABRADOR INC.**Statement of Operations****Year Ended December 31, 2024**

	2024	2023
		<i>Revised - Note 19</i>
REVENUES		
Fund development and corporate affairs	\$ 2,716,084	\$ 2,912,933
Program fees and career services funding	657,848	885,238
Contributions	233,654	134,962
Government funding	176,454	144,338
Other	27,610	32,335
Rental income	3,103	4,543
	3,814,753	4,114,349
DIRECT EXPENSES		
Fund development and corporate affairs expenses (<i>Note 16</i>)	2,027,427	1,934,201
CONTRIBUTION MARGIN	1,787,326	2,180,148
EXPENSES		
Amortization of capital assets (<i>Note 8</i>)	150,436	150,583
Operating expenses (<i>Note 17</i>)	544,771	539,227
Program expenses (<i>Note 18</i>)	1,238,825	1,105,894
	1,934,032	1,795,704
(DEFICIENCY) EXCESS OF REVENUES OVER EXPENSES FROM OPERATIONS	(146,706)	384,444
OTHER INCOME		
CEBA loan forgiveness (<i>Note 9.</i>)	20,000	-
Interest income	157,912	153,451
Amortization of deferred capital contribution (<i>Note 14</i>)	55,656	57,975
	233,568	211,426
EXCESS OF REVENUES OVER EXPENSES	\$ 86,862	\$ 595,870

EASTER SEALS, NEWFOUNDLAND AND LABRADOR INC.**Statement of Changes in Net Assets****Year Ended December 31, 2024**

	Unrestricted Net Assets	Internally Restricted Assets	Investment in Capital Assets	2024	2023 <i>Revised - Note 19</i>
NET ASSETS - BEGINNING OF YEAR	\$ 507,728	\$ 1,666,952	\$ 2,488,774	\$ 4,663,454	\$ 4,069,583
Excess of revenues over expenses	86,862	-	-	86,862	595,870
Purchase of equipment	(94,057)	-	94,057	-	-
Amortization of capital assets	150,436	-	(150,436)	-	-
Unrealized gain (<i>Note 10</i>)	(5,161)	5,161	-	-	-
Scholarship issued (<i>Note 10</i>)	-	(2,000)	-	(2,000)	(2,000)
NET ASSETS - END OF YEAR	\$ 645,808	\$ 1,670,113	\$ 2,432,395	\$ 4,748,316	\$ 4,663,454

EASTER SEALS, NEWFOUNDLAND AND LABRADOR INC.**Statement of Cash Flow****Year Ended December 31, 2024**

	2024	2023
		<i>Revised - Note 19</i>
OPERATING ACTIVITIES		
Excess of revenues over expenses	\$ 86,862	\$ 595,870
Items not affecting cash:		
Amortization of capital assets	150,436	150,583
Amortization of deferred capital contribution	(55,656)	(57,975)
	181,642	688,478
Changes in non-cash working capital:		
Accounts receivable	663	(4,500)
Accounts payable and accrued liabilities	54,669	23,455
Deferred revenue - programs	90,651	(140,050)
Prepaid expenses	60,021	(89,715)
Wages payable	(6,416)	16,384
Employee deductions payable	(4,425)	(11,248)
	195,163	(205,674)
Cash flow from operating activities	376,805	482,804
INVESTING ACTIVITIES		
Purchase of capital assets	(94,057)	(119,592)
Repayment of CEBA loan	(60,000)	-
Increase in long term Investments	(3,161)	(2,182)
Cash flow used by investing activities	(157,218)	(121,774)
FINANCING ACTIVITY		
Transfer from reserve - scholarship	(2,000)	(2,000)
INCREASE IN CASH FLOW	217,587	359,030
Cash - beginning of year	3,918,442	3,559,412
CASH - END OF YEAR	\$ 4,136,029	\$ 3,918,442
CASH CONSISTS OF:		
Cash	\$ 721,947	\$ 1,052,681
Short term investments	3,414,082	2,865,761
	\$ 4,136,029	\$ 3,918,442

EASTER SEALS, NEWFOUNDLAND AND LABRADOR INC.

Notes to Financial Statements

Year Ended December 31, 2024

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 and cash advances received for programs and capital that have been deferred.

Short-term investment

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

Capital assets

Capital assets are stated at cost or deemed cost less accumulated amortization. Capital assets 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 capital assets to eliminate obsolete items.

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.

EASTER SEALS, NEWFOUNDLAND AND LABRADOR INC.**Notes to Financial Statements****Year Ended December 31, 2024**

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, 2024****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, 2024.

(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:

	2024	2023
Operating funds	\$ 586,864	\$ 587,533
Opportunities fund	99,039	203,812
BMO Investment account	32,734	255,003
Cottage lottery	3,310	6,333
	\$ 721,947	\$ 1,052,681

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.

	2024	2023
BMO term investment; interest rate of 3.80% maturing on August 5, 2025	\$ 732,907	\$ -
BMO term investment; interest rate of 3.00% maturing on March 10, 2025	700,000	-
BMO term investment; interest rate of 3.65% maturing on May 26, 2025	624,602	-
TD term deposit; interest rate of 3.50% maturing on November 27, 2025	600,000	-
BMO term investment; interest rate of 3.30% maturing on January 31, 2025	293,324	-

EASTER SEALS, NEWFOUNDLAND AND LABRADOR INC.
Notes to Financial Statements
Year Ended December 31, 2024

5. SHORT-TERM INVESTMENTS (continued)

	2024	2023
BMO term investment; interest rate of 5.70% maturing on February 21, 2025	268,910	-
BMO term investment; interest rate of 4.10% maturing on October 14, 2025	153,339	-
BMO term investment; interest rate of 3.30% maturing on February 26, 2025	41,000	-
BMO term investment; interest rate of 5.75% matured on November 10, 2024	-	31,000
BMO term investment; interest rate of 5.75% matured on May 12, 2024	-	39,000
BMO term investment; interest rate of 5.75% matured on November 10, 2024	-	114,000
BMO term investment; interest rate of 5.75% matured on July 11, 2024	-	142,844
BMO short-term investment; interest rate of 5.60% matured on May 27, 2024	-	158,523
BMO short-term investment; interest rate of 5.60% matured on May 27, 2024	-	184,944
BMO short-term investment; interest rate of 5.60% matured on May 27, 2024	-	264,205
BMO term investment; interest rate of 5.75% matured on July 11, 2024	-	275,106
BMO term investment; interest rate of 5.75% matured on July 11, 2024	-	275,106
BMO term investment; interest rate of 5.75% matured on November 29, 2024	-	277,337
BMO short-term investment; interest rate of 5.65% matured on March 4, 2024	-	500,000
TD term deposit; interest rate of 5.15% matured on November 27, 2024	-	603,696
	\$ 3,414,082	\$ 2,865,761

6. ACCOUNTS RECEIVABLE

	2024	2023
Harmonized sales tax	\$ 14,923	\$ 13,462
Trade receivables	3,919	3,136
Government grants	3,062	4,733
	21,904	21,331
Less: allowance for doubtful accounts	(3,136)	(1,900)
	\$ 18,768	\$ 19,431

EASTER SEALS, NEWFOUNDLAND AND LABRADOR INC.**Notes to Financial Statements****Year Ended December 31, 2024****7. PREPAID EXPENSES**

	2024	2023 <i>Revised - Note 19</i>
Insurance	\$ 828	\$ -
2024 Cottage Lottery	-	106,240
2025 Cottage Lottery	125,549	80,158
	\$ 126,377	\$ 186,398

8. CAPITAL ASSETS

	Cost	Accumulated amortization	2024 Net book value	2023 Net book value
Land improvements	\$ 1,131,781	\$ 406,371	\$ 725,410	\$ 726,632
Buildings	2,598,446	1,152,509	1,445,937	1,500,648
Computer equipment	64,048	36,995	27,053	20,444
Furniture, fixtures and equipment	293,815	147,616	146,199	145,620
Signs	14,995	9,241	5,754	6,254
Parking lot	107,018	24,976	82,042	89,176
	\$ 4,210,103	\$ 1,777,708	\$ 2,432,395	\$ 2,488,774

9. CANADA EMERGENCY BUSINESS LOAN

A Government of Canada guaranteed loan of \$60,000 that was repaid prior to the deadline of January 18, 2024. \$20,000 of loan forgiveness was received.

10. 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.

11. 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, 2024, there were no funds withdrawn on the line of credit (2023 - \$ Nil).

12. ACCOUNTS PAYABLE AND ACCRUED LIABILITIES

	2024	2023
<u>Payables</u>		
Accounts payable	\$ 132,220	\$ 91,889
Accrued liabilities	58,482	44,145
	\$ 190,702	\$ 136,034

EASTER SEALS, NEWFOUNDLAND AND LABRADOR INC.**Notes to Financial Statements****Year Ended December 31, 2024****13. 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, 2024.

	2024	2023
Program funding	\$ 283,882	\$ 209,251
Capital Campaign	148,284	132,264
	\$ 432,166	\$ 341,515

14. DEFERRED CAPITAL CONTRIBUTIONS - EASTER SEALS HOUSE

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. NET ASSETS - INTERNALLY RESTRICTED ASSETS

The Organization has restricted the use of net assets by \$1,600,000 to support the Phase 3 development of the park/playground and the working capital requirement for the cabin lottery licensing. Also, included in internally restricted assets are funds for an annual scholarship.

16. FUND DEVELOPMENT AND CORPORATE AFFAIRS EXPENSES

	2024	2023
Advertising and promotion	\$ 326,649	\$ 335,440
Event rental and prizes	1,401,807	1,302,821
Licensing and event fees	23,181	17,770
National assessments	10,415	14,316
Office and supplies	44,325	62,699
Other	25,638	22,975
Salaries and benefits	192,637	177,235
Travel	2,775	945
	\$ 2,027,427	\$ 1,934,201

EASTER SEALS, NEWFOUNDLAND AND LABRADOR INC.**Notes to Financial Statements****Year Ended December 31, 2024****17. OPERATING EXPENSES**

	2024	2023
Bad debts	\$ 1,236	\$ -
Insurance	61,059	58,710
Interest and bank charges	61,577	64,271
Miscellaneous	8,622	7,042
Office and supplies	12,599	11,167
Professional fees	2,821	9,261
Repairs and maintenance	74,324	68,380
Salaries and wages	297,773	283,065
Utilities	24,760	37,331
	\$ 544,771	\$ 539,227

18. PROGRAM EXPENSES

	2024	2023
Miscellaneous	\$ 21,437	\$ 35,766
Office and supplies	51,423	35,526
Professional fees	9,826	9,660
Program stipends	34,801	51,849
Salaries and benefits	1,083,279	928,894
Service rentals	23,006	30,269
Travel	7,409	13,920
Organizational planning	7,644	10
	\$ 1,238,825	\$ 1,105,894

19. PRIOR PERIOD ADJUSTMENT

Unrestricted net assets have been adjusted by \$24,534 in the prior period to correct insurance that was incorrectly recorded as a prepaid expense. The adjustment was a decrease in prepaid expenses by \$24,534 and a corresponding increase to insurance expense.



Newfoundland
and Labrador

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