



Easter Seals

NEWFOUNDLAND AND LABRADOR

Annual General Meeting Report 2025



**Newfoundland
and Labrador**

Easter Seals Newfoundland and Labrador
206 Mount Scio Road
St. John's, NL

info@eastersealsnl.ca
www.eastersealsnl.ca
709-754-1399



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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. More than 130,000 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

Phase 1 and 2 Square Footage Donors

Advanced Security Inc.
 Advantage Auto Glass
 Barry Walsh
 Beaufort Solutions
 Bert and Jonathan Hickman
 Bill Macdonald
 Brian Stacey
 Bruce Hiscock
 Carol Ann Mahon
 Claudette Coffey
 Croke's Used Autos Ltd.
 Daniel Simmons
 David and Deanna Mitchell
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 Eric Thoms
 EXP Ltd.
 Gerald Murphy
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James Bowne
 Jason Foley
 Jeff Drover
 Jeff Tupper
 Julie Gill
 Karl Tee
 Katherine and Kirk Stokes
 Katrina Kum
 KCT Trucking
 Kevin Raymond Fleming
 Kim and Todd Hickman
 Legge Surveys
 Loyola Hutchings
 Loyola O'Driscoll
 Madelaine Hynes
 Marcey Norton
 Mark A. Bradbury
 Mark and Kelley Santos
 Mark Santos
 Martin Curtiss

Matthew Wright
 Neil Hunt
 Nicole Hutchings and Lloyd Power
 Nutra Holdings Inc.
 Paul Hunt
 Pinnacle Engineering
 Pyramid Construction
 R&L Contracting
 Randall Smith
 Red Seal Roofing
 Ronald Learning
 Ronald Walsh
 Rosie Boland
 Shea Heights Pharmacy
 Sherry Duffy
 SWL Consulting
 Theresa Bradbury
 Todd Hiscock
 Ward Avery
 Willam MacDonald

Letter From The Chair



Cortney Green

Chair, Board of Directors

It is my privilege to reflect on another remarkable year for Easter Seals Newfoundland and Labrador. Since 1937, Easter Seals Newfoundland and Labrador has been dedicated to supporting people with disabilities through meaningful programs, services, and opportunities that strengthen communities across our province. Today, we proudly offer more than 20 recreation, employment, and educational programs and services. Guided by our vision of a community where people with disabilities live full, healthy, and active lives, our mission is to engage, inspire, and create opportunities that foster inclusion, independence, and connection.

An estimated 130,000 people in Newfoundland and Labrador live with physical, sensory, cognitive, or other disabilities that can create barriers to full participation in everyday life. At Easter Seals

Newfoundland and Labrador, we are committed to breaking down those barriers by creating opportunities, increasing accessibility, and fostering inclusion in communities across the province. Our goal is to help build a Newfoundland and Labrador where every person feels valued and supported to fully participate and belong.

In 2025, Easter Seals Newfoundland and Labrador was proud to recognize Rhea Stark as the Fraser Edison Easter Seals Ambassador Trust (FEESAT) recipient during our Easter Seals Month Launch at Government House alongside Her Honour, Joan Marie J. Aylward. Throughout the year, Rhea represented our organization with authenticity, using her voice to champion accessibility and inclusion. Rhea's ability to connect with others and advocate for kindness left a lasting impact on everyone who had the opportunity to meet her, reminding us all of the power of inclusion.

In May, the launch of our 10th annual Easter Seals NL Luxury Cabin Lottery, helped generate critical funding for the continued development of the Easter Seals NL Park—a space where accessible programs and community come together. In December, we gathered once again for our 12th annual *Celebrate the Season* at the St. John's Convention Centre, sharing an evening filled with music, laughter, and connection while also honouring and remembering our dear friend Mark Hiscock. Moments like these are a powerful reminder of the generosity, compassion, and strength of our community.

I am incredibly proud of the dedication of our Recreation Programs Department, staff, and volunteers, who work year-round to create meaningful opportunities for connection, inclusion, and participation across Newfoundland and Labrador. This year alone, the department welcomed more than 102 new participants and 81 active program volunteers, while delivering a diverse calendar of recreation opportunities including camps, swimming, dance, music, sledge hockey, and more. Weekly socials, seasonal celebrations, holiday events, and the new end-of-summer Carnival helped bring participants, families, and communities together in ways that truly reflect the spirit of Easter Seals Newfoundland and Labrador.

Letter From The Chair

Our Employment and Educational Services Department supported 115 individuals in 2025. Our Opportunities Fund Program continued to advance inclusive employment across 61 workplaces. With two cohorts completed, our Horizons Work Experience Program achieved a 83% success rate. Our 'I Can Too!®' presentations reached 9,929 students. Secure Futures equipped 73 participants and caregivers with financial tools to plan confidently for the future. We were also proud to award 2 Sunlife scholarships, celebrating and supporting the achievements and future aspirations of deserving recipients.

The achievements of 2025 reflect the incredible community that stands behind Easter Seals Newfoundland and Labrador. Every participant, family member, volunteer, staff member, donor, sponsor, and partner has played a part in helping us move our mission forward. Because of your support, we are able to continue creating opportunities, breaking down barriers, and building a more inclusive Newfoundland and Labrador for people with disabilities of all ages. Thank you for believing in the work we do and in the people we serve every day.

As we look ahead to 2026, we do so with confidence, optimism, and a renewed commitment to growth. Together, we will continue to build a more accessible, inclusive, and welcoming province where everyone has the opportunity to reach their full potential.

On behalf of the Board of Directors, thank you for your continued support of Easter Seals Newfoundland and Labrador.

With heartfelt thanks,
Cortney Green
Chair, Board of Directors

CEO Report



Mark Bradbury

Chief Executive Officer



Dear Easter Seals Newfoundland and Labrador Friends,

2025 was a year of meaningful impact at Easter Seals Newfoundland and Labrador. Through recreation, employment, and educational programs, participants continued to benefit from accessible and inclusive opportunities made possible by the generosity of our supporters, partners, volunteers, and staff. Together, we strengthened opportunities for people with disabilities across the province and continued building a more inclusive community.

Our Recreation Programs Department delivered another outstanding year of programming focused on connection, confidence, and belonging. Participants of all ages enjoyed activities including swimming, pottery, music, sledge hockey, wheelchair basketball, target shooting, climbing,

socials, and dance. Weekly gatherings and new experiences encouraged participation and engagement across the province.

Camps at Easter Seals House and Camp Bumbleberry provided memorable experiences for children, youth, adults, and families. Despite weather-related challenges, most camps and programs proceeded successfully. Seasonal events, Jeremy's Cup, family activities, and holiday programming continued to bring communities together. I extend my sincere appreciation to our Recreation Team for their commitment, creativity, and care throughout the year.

Our Employment and Educational Services Department also continued making a significant impact in 2025. Through inclusive programming, the team supported participants in building skills, confidence, and pathways toward education and meaningful employment.

The Horizons Work Experience Program continued providing employment training and mentorship opportunities for youth and young adults with disabilities through support from the Government of Canada's Youth Employment and Skills Strategy and RBC. Participants gained valuable workplace experience and skills development. We remain grateful to our employer and community partners for creating meaningful opportunities.

Our 'I Can Too!®' Disability Education Program expanded its impact across schools and communities by promoting accessibility, inclusion, and disability awareness. We also continued delivering the Opportunities Fund Program, Sun Life Workplace Readiness Program, and Secure Futures Financial Literacy Program, helping participants strengthen employment readiness, educational goals, financial literacy, and independence.

I'm proud of the accomplishments of our Fund Development and Communications Department in 2025. Through fundraising campaigns, sponsorships, events, grant funding, and awareness initiatives, the team helped strengthen Easter Seals Newfoundland and Labrador and expand support across the province.

CEO Report

This year, Easter Seals Newfoundland and Labrador was honoured to receive the Diversity, Inclusion, Equity, and Belonging (DIEB) Award from the St. John's Board of Trade, recognizing our ongoing commitment to accessibility and inclusion.

Major fundraising initiatives including the 10th annual Luxury Cabin Lottery, Snowarama, Dash for Donuts, Disability Golf Classic, and other events generated critical support for programs and Phase 3 of the Easter Seals NL Park Project. Seth and Matty's Hat Trick for Easter Seals NL was particularly inspiring, demonstrating the power of youth leadership and community collaboration.

Grant funding continued to play a vital role in supporting recreation, employment services, adaptive equipment, accessibility improvements, and the continued advancement of the Park Project.

We were also proud to recognize Rhea Stark as our Fraser Edison Easter Seals Ambassador Trust recipient. Throughout the year, Rhea represented Easter Seals Newfoundland and Labrador with kindness and advocacy, helping promote greater understanding and inclusion.

Financially, Easter Seals Newfoundland and Labrador remains in a strong and healthy position thanks to the support of staff, volunteers, donors, sponsors, community partners, and government organizations. Your support allows us to continue delivering more than 20 programs and services across Newfoundland and Labrador.

We are proud of all we accomplished together in 2025 and look forward to building on this momentum in 2026 as we continue advancing inclusion, accessibility, and community leadership.

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

Treasurer's Report



Cortney Green

Treasurer



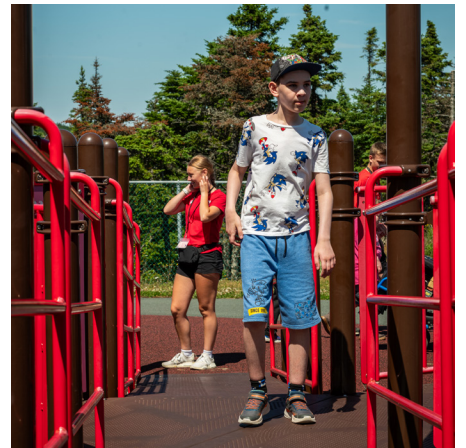
We are pleased to report that Easter Seals Newfoundland and Labrador maintained a strong and stable financial position throughout 2025.

Fundraising efforts continued to be a significant contributor to our success, including the Easter Seals NL Luxury Cabin Lottery, campaigns and events, and third-party community partnerships. As in the prior year, a substantial portion of our cash and investment balances remain internally restricted to support the continued development of Phase 3 of the Easter Seals NL Park Project, including the accessible outdoor hard court surface area and outbuilding, as well as operational requirements associated with our luxury cabin lottery. Easter Seals Newfoundland and Labrador continues to invest strategically in programs, services, accessibility initiatives, and capital projects to ensure long-term sustainability and continued opportunities for people with disabilities throughout our province.

The organization remains financially sound, with accounts receivable, trade payables, and long-term liabilities remaining current, and all assets recorded and amortized in accordance with accounting standards. Deferred revenue increased over the previous year primarily due to funding received for future program delivery, accessibility improvements, adaptive equipment purchases, and capital project development.

While operating costs and program expenditures continued to rise in 2025, Easter Seals Newfoundland and Labrador remains financially stable and focused on long-term growth and sustainability. Through careful planning, community support, and responsible financial management, the organization continues to strengthen its ability to deliver meaningful recreation, employment, educational, and accessibility-focused programs and services across the province.







Hi!
My name is
Rhea Stark!

Ambassador's Letter

Rhea Stark

2025 Easter Seals Ambassador

Hi! My name is Rhea Stark! Serving as the 2025 Easter Seals Newfoundland and Labrador Ambassador has given me confidence, courage, and so many unforgettable memories. I have had the opportunity to represent an organization that truly feels like my second home, share our story across the province, and highlight the incredible programs that make inclusion possible for people with disabilities.

Through swimming, Dansability, boccia, wall climbing, socials, Celebrate the Season, and Camp Bumbleberry, I have grown, challenged myself, and felt included every step of the way. Easter Seals Newfoundland and Labrador has shown me that with the right support, I can achieve my goals.

I want to say a heartfelt thank you to Fraser Edison for funding the Fraser Edison Easter Seals Ambassador Trust, which supports Ambassadors in pursuing post-secondary education. Your generosity helps make our future dreams possible.

Thank you to Mark Bradbury, Samantha Parrell, and Taylor Higdon for your guidance and encouragement throughout my year. Thank you to my incredible volunteers, including Hilary and Kaitlyn in swimming, Leah and Sophie in Dansability, and Haley and Eileen in boccia, and to all of the volunteers and staff who make Easter Seals Newfoundland and Labrador such a compassionate and welcoming place.

Thank you to my family, especially my grandparents, for always being there to support me and get me where I needed to be.

And finally, thank you to all of the donors and supporters of Easter Seals Newfoundland and Labrador. Because of you, youth like me are given opportunities, confidence, and a place where we always belong.

As I close my time as Ambassador, I do so with deep gratitude and excitement for what comes next.

Thank you for being part of this journey with me.



Our Team

EASTER SEALS NEWFOUNDLAND AND LABRADOR

BOARD OF DIRECTORS 2025

• Courtney Green	Chair and Treasurer
• Stephanie Mandville	Vice Chair
• Kelley Santos	Past-Chair
• Michael Duffy	Past Chair
• Steve Follett	Director
• Gary Bowen	Director
• Leah Beaumaster	Director
• Liam Hickey	Director
• Karen Moores	Director

STAFF

• Mark Bradbury	Chief Executive Officer
• Katie Janes	Accounting and Payroll Manager
• Rebecca McNeill	Accounting and Payroll Officer
• Dayna Payne	Community Outreach Officer (Maternity leave began December)
• Samantha Parrell	Fund Development and Communications Manager
• Taylor Higdon	Fund Development and Communications Coordinator
• Emma Martin	Fund Development and Communications Coordinator (September 2025 – Current)
• Kari Dunphy	Fund Development and Communications Coordinator (March 2022 – August 2025)
• Matthew Comerford	Fund Development and Communications Coordinator (April 2025 – August 2025)
• Cayley Blair-Steele	Fund Development and Communications Coordinator (August 2025 – January 2026)
• Megan Wall	Recreation Programs and Building Maintenance Manager (returned from Maternity leave March 2025)
• Olivia Connors	Adult Recreation and Leisure Coordinator
• Hannah Martin	Community Recreation and Active Living Coordinator
• Elizabeth McNeill	Creative Music and Arts Recreation Coordinator
• Sean Baker	Sport Development and Recreation Coordinator
• Haley Squires	Recreation Programs Lead - Part-time

Our Team

EASTER SEALS NEWFOUNDLAND AND LABRADOR

STAFF

• Sophie Pinsent	Recreation Programs Lead - Part-time
• Noah Hunt	Recreation Programs Lead - Part-time
• Ian Walsh	Recreation Programs Lead - Part-time
• Hayley Redmond	Recreation Programs Assistant - Part-time
• Paula Hayes	Director of Employment and Educational Services
• Rachel Warren	Employment and Educational Services Supervisor
• Britney Payne	Disability Education Lead
• Petra Chaffey-Johnson	Employment Services Supervisor
• Sarah Crummey	Employment Services Coordinator
• Breanna Pelley	Employment Services Coordinator (January 2025 – March 2025)
• Jessica Whalen	Employment Services Coordinator (April 2025 – August 2025)

Program Advisory Committee

• Gary Bowen	Chair and Board Director
• Leah Davis	Board Director
• Steve Follett	Board Director
• Liam Hickey	Board Director
• Mark Bradbury	CEO
• Megan Wall	Recreation Programs Manager
• Dayna Payne	Community Outreach Officer
• Valerie and Tanya Byrne	2026 Ambassador and Parent
• Tracy Chafe	Parent Representative
• Lynnette McCarthy Woodrow	Parent Representative
• Susan Lamond	Parent Representative
• Susan Escott	Parent Representative
• Andrew Woodrow	Participant Representative
• Brandon Bowen	Participant Representative
• Hayley Redmond	Participant Representative

Diversity, Equity, Inclusion, & Belonging

EASTER SEALS NEWFOUNDLAND AND LABRADOR



Mark Bradbury

In 2025, Easter Seals Newfoundland and Labrador was honoured to receive the Leading the Way: DEIB Award (1–19 Employees) at the 2025 Business Awards, recognizing the organization’s long-standing commitment to accessibility, equity, inclusion, and belonging across our province.

For nearly 88 years, Easter Seals Newfoundland and Labrador has worked to create communities where people with disabilities of all ages can live full, healthy, and active lives. Inclusion is not simply part of the organization’s vision and mission, it shapes how programs are developed, how partnerships are built, how staff are supported, and how advocacy work is carried forward throughout our province.

In 2025, Easter Seals Newfoundland and Labrador employed 17 full-time staff, 5 part-time staff, and 19 seasonal staff, while continuing to foster a workplace where accommodations and accessibility are integrated into daily operations.

Our organization’s impact throughout the year included:

- Approximately **250** participants supported through employment programs, including job placements, workshops, tax preparation assistance, professional development opportunities, transportation supports, and scholarships.
- **302** presentations delivered through the ‘I Can Too!®’ Disability Education Program, reaching nearly **10,000** individuals across **65** communities and helping shape conversations around disability awareness and inclusion.
- More than **1,664** registrations for camps, socials, and recreation programs, providing inclusive opportunities for individuals and families throughout Newfoundland and Labrador.
- Continued growth of the Accessible Equipment Loan Program, supporting **67** families while adding more than **100** new pieces of adaptive equipment to meet increasing community needs.
- Ongoing advancement of the Accessible and Inclusive Park Project, demonstrating how accessibility and belonging can be intentionally designed into community infrastructure.

The recognition received in 2025 reflects the collective efforts of participants, families, staff, volunteers, donors, community partners, and supporters who continue to believe in building a more accessible and inclusive province. Easter Seals Newfoundland and Labrador remains committed to ensuring that belonging is not a privilege, but a right for every person in Newfoundland and Labrador.



Mark Bradbury and Samantha Parrell

Scan to
Watch More





Recreation Programs

EASTER SEALS NEWFOUNDLAND AND LABRADOR

This summer, we saw some of our highest registration numbers across all of our camp programs. With **102** new participants, there were **749** program registrations completed in 2025.

We were thrilled to expand our Day Camp program, giving even more campers the opportunity to experience the fun, friendships, and adventures of camp throughout the summer. Family Camp welcomed a full facility with many new faces alongside returning campers. Together, families shared a memorable weekend filled with new experiences, activities, and connections.

Unfortunately, due to the wildfires in our province, Youth Camp Bumbleberry was cut short. However, before camp ended, campers were still able to enjoy many classic camp experiences, including campfires, canoeing, and activity sessions that made the week special.



Luke Handrigan

Adult Camp reached a record-high registration this year and was filled with fun, independence, and unforgettable memories. Campers enjoyed a week of friendship, adventure, and opportunities to build confidence and new experiences. We are incredibly grateful to all of our campers, families, staff, volunteers, and supporters who helped make the 2025 camp season such a success.

Alongside our traditional favourites like Trunk or Treat, the Family Holiday Party, and the Holiday Dinner and Dance, we expanded both the variety and frequency of the social opportunities we offered throughout the year. There were **669** Social registrations for **45** weekly and family socials in 2025.

Participants were able to enjoy unique community experiences such as visits to Salmonier Nature Park and a tour with Gatherall's Boat Tours. These are experiences that many of our participants may not otherwise have had the opportunity to enjoy without the support and accessibility of our *Meet You There* socials. By increasing opportunities for connection, recreation, and community involvement, we were able to create meaningful experiences, build friendships, and make lasting memories for participants and families alike.

"Easter Seals Newfoundland and Labrador has really helped me learn new things, meet friends and grow. I love wheelchair basketball and feel included at Easter Seals NL. I have also done target shooting, camps, attended events and really love being a part of this."

Luke Handrigan, Recreation Programs Participant

In addition to increased program use, we also saw a noticeable rise in equipment loans and sign-outs by participants, community groups, and families over the past year. Equipment was used more frequently across in-program activities and community socials, helping participants engage more fully, build confidence, and increase independence within a variety of recreation and social opportunities. Access to adaptive and accessible equipment has allowed many participants to take part in experiences that may otherwise have presented barriers to participation.

This highlights the ongoing need within our community for accessible recreation equipment and supportive technology that can be used beyond scheduled programming. Families have shared that access to this equipment at home and in the community has supported continued skill development, social inclusion, and greater participation in everyday activities while avoiding the financial barrier.

Through successful grant funding opportunities, we were also able to expand our inventory and purchase specialized accessible equipment and technology for direct participant support. These purchases allowed us to respond to individual participant needs more effectively and provide access to equipment that may otherwise be financially inaccessible for families. The addition of new adaptive technology and recreation supports has strengthened both our programming and our ability to provide meaningful individualized support to participants across a range of ages and abilities.

Overall, the continued growth of the equipment loan program reflects both the value and necessity of accessible recreation resources within our community. The program remains an important support for increasing inclusion, reducing barriers, and enhancing participant engagement both within our programs and in the broader community.

81 new volunteers offered support to our programming, totaling **215** volunteers in 2025. Thank you to our participants, families, community partners, volunteers and staff for your continued support, dedication, and commitment to our programs. We are especially grateful to our volunteers and staff for their ongoing commitment to ensuring participants have meaningful access to inclusive and accessible programming, as well as for their creativity and flexibility in supporting individual needs. Your work plays a vital role in creating positive, engaging experiences for participants every day.

We also extend our sincere thanks to our community partners, families, and supporters whose encouragement and contributions help strengthen our programs and expand access to essential equipment and opportunities. Your continued trust and involvement allow us to grow, adapt, and better serve participants across our community.



Shanneyganock with Kaiden Benoit and Easter Seals Ambassadors Rhea Stark and Valerie Bryne

Fund Development and Communications Department

EASTER SEALS NEWFOUNDLAND AND LABRADOR

Communications

In 2025, our Fund Development and Communications Department continued to strengthen Easter Seals Newfoundland and Labrador's digital footprint and public presence through strategic storytelling, community engagement, media relations, and integrated marketing initiatives. Working collaboratively with our Recreation Programs and Employment and Educational Services Departments, our team delivered accessible, inclusive, and participant-focused communications across digital, print, radio, television, and social media platforms.

Throughout the year, our communications efforts focused on increasing awareness of Easter Seals Newfoundland and Labrador's programs and services, strengthening donor and community engagement, and advancing support for Phase 3 of our Park Project. Our messaging continued to highlight accessibility and inclusion, while showcasing the lived experiences and achievements of participants, families, volunteers, ambassadors, and community partners.

With creative support from JAC Digital Marketing Agency and ongoing collaboration with local and national media partners, Easter Seals Newfoundland and Labrador maintained a strong and consistent presence across the province. Our organization continued to build a recognizable and trusted brand rooted in authentic storytelling and meaningful community connection.

Our social media channels continued to experience strong engagement growth throughout the year, helping us reach new audiences while strengthening relationships with existing supporters. Through strategic advertising, media coverage, video storytelling, sponsor recognition, and community-focused content, Easter Seals Newfoundland and Labrador continued to position itself as a leading voice for accessibility and inclusion in the province.

Our communications approach continues to prioritize authentic storytelling and meaningful impact, ensuring that the voices and experiences of people with disabilities remain at the forefront of our work.



Artist Sailor Danny painting Shannyganock's late Mark Hiscock

Grants

In 2025, Easter Seals Newfoundland and Labrador continued to strengthen its position as a trusted and impactful organization through successful grant funding and proposal development.

Funding secured throughout the year supported capacity-building, sustained adaptive equipment and camps, and increased our momentum towards completion of Phase 3 of the Easter Seals NL Park Project.

2025 highlights include CIBC and the Slight Family Foundation continuing their partnership with Easter Seals Canada to ensure our province receives funding for accessible equipment for our participants, while the federal Enabling Accessibility Fund granted the purchase of a Joëlette Finisher wheelchair for our free-to-use equipment loan program. Canadian Tire Jumpstart! grants expanded our sledge program into Labrador, and a United Way NL grant upgraded our 'Creative Expressions' Music Program. 'I Can Too!@' Disability Education Program continues to be supported through grants by the Government of Newfoundland and Labrador and Empire Life, with new backing for provincial expansion from the Gloria Baylis Foundation. Our 2025 Summer Camps (day and overnight) received grants for counselors through Northbridge, Lululemon, Active NL, and the provincial and federal governments. The Perlin Family Trust donated \$100,000 to Seth and Matty's Hat Trick in support of Phase 3 of the Easter Seals NL Park Project. Many burgeoning and continuing relationships with donors and sponsors make it possible for us to achieve our mission.

The success of grant funding in 2025 reflects Easter Seals Newfoundland and Labrador's strong ability to connect meaningful community priorities with measurable impact through accessibility and inclusion across the province. Funding supported a wide range of programs and services, helping us create more opportunities for children, youth, adults, and families throughout Newfoundland and Labrador.

Grant funding also played an important role in strengthening community awareness and engagement. These investments were highlighted through participant storytelling, media coverage, program highlights, and broader public conversations surrounding accessibility and inclusion.

The continued success of our proposals reflects the momentum of Easter Seals Newfoundland and Labrador as a growing and highly visible organization. Our strong digital presence, fundraising through campaigns and events, partnerships, and media engagement continue to build confidence among government, corporate, foundation, and community funding partners.

Easter Seals Newfoundland and Labrador remains focused on long-term accessibility, inclusion, and sustainability. Funding secured in 2025 supported important priorities, including expanded access to programs and services province-wide and continued progress toward Phase 3 of the Park Project.

The continued success of our grant proposals reflects Easter Seals Newfoundland and Labrador's ability to align community priorities with measurable outcomes while continuing to grow as a leading voice for accessibility, inclusion, and opportunity throughout the province.

Fund Development and Communications



Matty Squires and Seth Hyde at Celebrate the Season

2025 Annual Campaigns and Events

In 2025, our Fund Development and Communications Department continued to strengthen awareness, accessibility, and inclusion through a wide range of annual events, campaigns, lotteries, and community partnerships held across the province.

- Snowarama in partnership with Western Sno-Riders at Marble Mountain
- Dash for Donuts Sponsored by Rotary Club St. John's Northwest
- Summer Concert Series Sponsored by Century 21 Seller's Choice and Browning Harvey Ltd.
- Disability Golf Classic
- Celebrate the Season with Shanneyganock and Centerpiece Workshop

2025 Fundraising Campaigns

- Easter Seals NL Park Project Campaign
- Easter Seals Month
- Easter Seals Launch hosted by the Lieutenant Governor of Newfoundland and Labrador, Joan Marie J. Aylward, at Government House
- The Fraser Edison Easter Seals Ambassador Trust (FEESAT) recipient, Rhea Stark
- Easter Seals NL Direct Mail Campaign featuring Brandon Bowen's success story through the Equipment Loan Program
- Easter Seals UnstoppABLE Campaign
- Easter Seals Red Shirt Day
- Seth and Matty's Hat Trick in support of Phase 3 of the Easter Seals NL Park Project
- Donate a Car Canada

Fund Development and Communications

Lotteries

- 10th Annual Easter Seals NL Luxury Cabin Lottery in Brigus Junction
- Winter 50/50
- Easter Seals Month 50/50
- Summer 50/50

Third-Party Events and Community Partnerships

- Century 21 Kids to Camp Campaign
- Sandbox Gaming NL
- Inclusion Night with the Newfoundland Rogues
- McInnes Cooper's Cornhole Tournament
- NewfoundLUG
- Radika Verma's Paint Night
- Elevate Your Glow with PariMD, Leo Byrne, and Allison Best
- BME Events
- Studio Verso - Verso Gives Classes and ÕFest
- Iceberg Riders
- Jeremy Cross Memorial Softball Tournament
- Gift Wrapping at the Avalon Mall with JAC Digital Marketing Agency
- Core Contracting - Giving Tuesday Corporate Match

We are deeply grateful to our donors, sponsors, community partners, volunteers, and supporters. Through your continued generosity and support, Easter Seals Newfoundland and Labrador continues to create meaningful opportunities for individuals and families across Newfoundland and Labrador through inclusive programs, services, and community initiatives.

Employment and Educational Services

EASTER SEALS NEWFOUNDLAND AND LABRADOR



'I Can Too!®' Disability Education Program



'I Can Too!®' presentation delivered by Britney

In 2025, our 'I Can Too!®' Disability Education Program experienced a busy and successful year of growth and expanded reach. Britney's addition to our team significantly strengthened program capacity, enabling us to respond to increased demand for presentations across the province. Rachel focused on outreach beyond the Avalon Peninsula, while Britney delivered sessions across the Avalon region as well as virtual presentations to communities throughout Newfoundland and Labrador.

Together, they delivered **302** engaging and interactive presentations to **65** schools and community groups, reaching **9,929** students and community participants.

Our program continued to expand its reach throughout the year, engaging new schools and community partners across Newfoundland and Labrador. A key highlight included participation in the Girl Guides of Newfoundland and Labrador (Roosevelt Avenue) Fall Retreat Day, themed "Being Me!", which focused on self-expression, inclusion, and the importance of accommodations and support in achieving personal goals.

We also participated in summer programming across the province, including MUN Botanical Garden, the Association for New Canadians, Get Messy NL, YMCA, MAX Families, and Creative Kids. These partnerships further strengthened program delivery and expanded awareness of inclusion and accessibility within community settings.

We extend sincere appreciation to all participating schools and community organizations for their engagement and support throughout the year.

Avalon Region Schools: Octagon Pond Elementary, Holy Family (Chapel Arm), Rennies River Elementary, Holy Cross Elementary (Holyrood), Elizabeth Park Elementary, St. Peter's Primary (Mount Pearl), Leary's Brook Junior High, Goulds Elementary, St. Teresa's School, St. Augustine Elementary (Bell Island), St. Boniface All Grade (Ramea), Bishop Field, Jelly Bean Row Sparks, Cape St. Francis Elementary (Pouch Cove), Upper Gullies Elementary (Conception Bay South), St. George's Elementary (Conception Bay South), St. Francis of Assisi, St. Kevin's Junior High (Goulds), Admiral's Academy (Upper Gullies), Holy Trinity Elementary, and Paradise Elementary.



'I Can Too!®' presentation

Employment and Educational Services



'I Can Too!®' Disability Education Program



'I Can Too!®' presentation delivered by Rachel

Eastern / Central Newfoundland Schools: Green Bay South Academy (Robert's Arm), Roncalli Elementary, Carbonear Academy, All Hallows Elementary (North River), Woodland Elementary (Dildo), St. Mary's Elementary, Twillingate Island Elementary, Glovertown Academy, Long Range Academy (Cow Head), Brookside Intermediate (Portugal Cove–St. Philip's), St. Anne's Primary (Dunville), Anthony Paddon Elementary (Musgravetown), Bishop Abraham Elementary, Tricon Elementary (Bay de Verde), Riverwood Academy (Wing's Point), Morris Academy, Macdonald Drive Elementary, Pearson Academy (New-Wes-Valley), William Mercer Academy (Drover), and Lakecrest Independent School.

"This program was exceptional to have in the classroom setting. Students were able to develop a deeper understanding of how children of all exceptionalities and needs can have access to doing things just like everyone else. My students loved the read-aloud and the dolls, as they provided a great visual of the equipment during the presentation. The presenter, Britney, was clear and concise, speaking in a way that engaged all the students. I look forward to having the presentation again in the future!"

Laura Parrell, Grade 1 Teacher
Macdonald Drive Elementary, St. John's

Western Newfoundland Schools: Burgeo Academy, Southwest Arm Academy (Little Heart's Ease), Riverside Elementary (Clareville), St. Joseph's Elementary (Harbour Breton), and E.A. Butler All Grade (McKay's).

Labrador Schools: Queen of Peace Middle School (Happy Valley–Goose Bay), Sheshatshiu Innu School (Happy Valley–Goose Bay), A.P. Low Primary (Labrador City), J.R. Smallwood Middle School (Wabush), and Persalvic School Complex (Victoria).

Community Organizations and Partners: the Association for New Canadians, MUN Botanical Garden, Get Messy NL, YMCA, MAX Families, Creative Kids, and Girl Guides of Newfoundland (Roosevelt Avenue).

The continued expansion of our program throughout 2025 has strengthened awareness of ability, accessibility, and inclusion across Newfoundland and Labrador. By engaging with both school and community audiences, our program has supported increased understanding of diversity and the importance of inclusive environments where individuals can thrive.

We extend sincere appreciation to all participating schools, community organizations, students, and participants for their engagement and support throughout the year. Their involvement has been essential to the continued success and growth of our program.

Our program was made possible through the substantial support of Empire Life, the Government of Newfoundland and Labrador Accessibility Grant, IA Financial, RBC Foundation Community Investment initiative, and the Gloria Baylis Foundation.



'I Can Too!®' presentation delivered by Britney

Employment and Educational Services



Secure Futures Financial Literacy Program



CPA Volunteer Krista Rice presenting to Secure Futures Financial Literacy Program

Throughout 2025, staff members Petra and Britney, alongside guest presenters from across the financial sector, supported **27** participants and **14** caregivers in building financial literacy through a series of eight-week program blocks featuring engaging presentations and caregiver-focused workshops, delivered in partnership with Easter Seals Canada. Our program equips participants with the knowledge and confidence to make informed financial decisions, whether managing debt, applying for credit, or saving for the future.

35 new participants joined Secure Futures, expanding the program's reach to more people in the community.

Participants explored a range of financial literacy topics, including budgeting, saving, banking, credit and debt management, smart shopping, fraud prevention, emotional spending, and accessing financial programs and benefits. Caregivers also participated in sessions covering RDSPs, alternative savings approaches, and long-term financial planning, including retirement planning while continuing caregiving responsibilities.

We partnered with **14** additional organizations and businesses to help support our participants; **7** provided informative and interactive presentations to participants and caregivers.

"Being part of the Secure Futures program has helped me grow in many ways. It gave me confidence and a better understanding of my strengths. One of the most helpful parts of the program was learning practical financial skills, like budgeting, managing money, responsibly, and planning for the future. These skills have made me feel more prepared and confident about handling my finances. Overall, Secure Futures has helped me feel ready and excited for my future goals!"

Ashley Reid, Secure Futures Participant

These learning opportunities were complemented by individualized navigation support, including discussions of available resources and services, assistance in preparing questions, support with completing forms, and connection to appropriate community support when more specialized assistance was required, including access to tax preparation clinics.

73 participants and caregivers benefited from Secure Futures financial literacy supports in 2025, **16** of them had their taxes prepared through the Community Volunteer Income Tax Clinic hosted by Easter Seals Newfoundland and Labrador.

We extend sincere thanks to TD Bank and to our guest presenters from CU Financial Management, Credit Counselling NL, CPA Canada, Royal Bank of Canada, Service Canada, Canada Revenue Agency, the Community Volunteer Income Tax Program, and IG Wealth Management. Their expertise and commitment have strengthened the impact of our program and supported participants and caregivers in building financial confidence and independence.

Employment and Educational Services



Sun Life Workplace Readiness and Mentorship Program



Leslie Boone, Sun Life Scholarship Recipient

In 2025, we participated in the Sun Life Workplace Readiness and Mentorship Program for the fourth consecutive year, delivered in partnership with Easter Seals Canada and funded by Sun Life Financial.

This initiative supports students with disabilities who are pursuing post-secondary education by reducing financial barriers, strengthening skills, and supporting a successful transition into the workforce. The program provides both scholarship funding and mentorship opportunities to help students achieve their educational and employment goals.

In 2025, **10** scholarships were awarded nationally, with Easter Seals Newfoundland and Labrador proudly supporting two recipients from the province. Locally, the program received strong interest, with 11 applications submitted from students within the community.

Our 2025 recipients were Andrew Woodrow and Leslie Boone, each of whom received a **\$2,000** scholarship to support education-related expenses and were paired with mentors to provide ongoing guidance and encouragement throughout the year.

“Through the mentoring sessions I was able to receive guidance and direction towards my current endeavours and in my future ones. I received support that will see past my program and last into my career.”

Leslie Boone, Sun Life Scholarship Recipient

We extend sincere appreciation to Sun Life Financial and Easter Seals Canada for their continued support in making this program available to students with disabilities.

Employment and Educational Services



Horizons Work Experience Program



Horizons cohort with the Board of Trade

Over the course of 2025, our Horizons Program continued its multi-year initiative, completing Intake 1 and welcoming Intake 2. Program delivery and participant success were supported by Petra Chaffey-Johnson, Breanna Pelley, Jessica Whalen, and Sarah Crummey, under the oversight of Paula Hayes.

Horizons supported **18** participants across two intakes and achieved an **83% success rate**, with participants moving into employment or returning to school. Our program included employment readiness workshops, certifications, mock interviews, career exploration, workplace skill development, community learning opportunities, and job placements. These activities supported participants in developing practical employment skills while strengthening confidence, independence, and a sense of personal potential.

"Through the program, I reached my goal of getting a job. The work placement benefited me by helping me gain more information and earn money. I also developed more opportunities and learned to be more patient and believe in myself."

Horizons 2025 Participant

"The program gave me a better idea of what I want and what I need to attain what I want, and showed me I can actually do it."

Horizons 2025 Participant

The success of our program is made possible through employers who open their doors, provide opportunities, and recognize the strengths of participants. In 2025, Horizons partnered with **12** employers, enabling participants to gain hands-on experience and demonstrate their abilities in real workplace settings. We extend sincere thanks to Casting by Maggie, Duffy Law, Michaels, No Frills, Pipers (Aberdeen, Elizabeth, Mount Pearl, and Village Mall), Rossy, Shoppers Drug Mart (Lemarchant and Topsail), and Vera Perlin for their support and partnership.



Petra Chaffey-Johnson and Sarah Crummey with Horizons cohort at Academy Canada

Employment and Educational Services



Horizons Work Experience Program



Petra Chaffey-Johnson and Valentine (Val) Ford, Horizons 2025 Participant

We also gratefully acknowledge the **27** community organizations, businesses, and partners who contributed to program success in 2025, including ABC Life Literacy, Academy Canada, AMAL Unite and Empower, Association of Guidance Counsellors NL, Canada Games, Canadian Mental Health Association of NL, Canadian Safety Training Centre, CCRW NL, Charissa Reeves of Fairly Fae, Choices for Youth, CNIB, College of the North Atlantic, Community Volunteer Income Tax Clinic, Conservation Corps, Canada Revenue Agency, CU Financial, Eastern Safety Services, First Light, Government of NL Public Service Commission, Hospitality NL, Human Rights Commission, In Motion and Momentum, Income Support, John Howard Society, Justice NL, Keyin College, Lululemon, Murphy Centre, O'Brien Farm, Office of the Child and Youth Advocate, True Life Therapy, Pet Zone O'Leary Ave, Plan Institute, Planned Parenthood, Quadrangle, RothLochston, Skills Canada, St. John's Board of Trade, St. Pat's Bowling Alley, Student Aid NL, Trans Support NL, Vera Perlin, and Workers Action Network NL.

Special recognition is extended to Hayley Redmond and Stephanie Evans for generously sharing their expertise, lived experience, and guidance in support of participant learning and growth throughout the year. We also extend sincere thanks to our Senior Program Development Officer Marina Mercer for her continued support throughout 2025, and for her care, encouragement, and understanding of our work and mission, which have strengthened and guided program delivery.

Our project has been made possible in part through the Government of Canada's Youth Employment and Skills Strategy (YESS).

Employment and Educational Services



Opportunities Fund Community Coordinator



Connor Dyke, Opportunities Fund Participant

During 2025, as a Provincial Community Coordinator for Opportunities Fund, Paula and Rachel had the privilege of connecting with many individuals across Newfoundland and Labrador. Supporting participants throughout their career journeys remains a responsibility we value deeply, and we are grateful for the trust placed in our program.

In 2025, our program supported **56** individuals through employment services as well as funding for workplace equipment such as laptops, specialized software, and adaptive devices, enabling them to effectively demonstrate their skills and succeed in their roles. Through our Career Advancement stream, individuals with disabilities who were already employed also accessed professional development opportunities, supporting career growth in areas such as project management, national appraiser certification, and business development. This stream funded **8** different professional development and training opportunities to help people with disabilities advance in their careers.

“Easter Seals Newfoundland and Labrador provides a service that helps bridge gaps in the workplace between employers and people with disabilities looking for employment. This service also helps Non-Profits like Computers for Schools NL, as we have a very tight budget and are always looking for ways to stretch funding. But most of all, it's the valuable experience both the employee and our organization gain.”

Derm Powell, Executive Director
Computers for Schools NL



Jordan Suley, Opportunities Fund Participant

Participants secured employment with a range of employers across Newfoundland and Labrador, including A+ Drivers Ltd., Anna Templeton Centre, BiRite Distributors (Marystown), Bonocle Tech Inc., CB Nuit, Computers for Schools NL, Corner Autobody (Grand Bank), DSS Trade Solutions (Clareville), Eagle Enterprises (Roddickton), Eastern Edge Gallery, Explore & Discover Childcare Centre (Marystown), Gold Star Electrical (Clarke's Beach), Grand Falls Golf Course, Green Bay Youth Centre, Greenwood Bakery & Convenience (Creston South), Indian Falls Chalets, Island Aviation Ltd. (Springdale), Jacob Puddister Memorial Foundation, Jody Murphy CPA, King's Point Heritage Society, Lamaline Sales Inc., Lawnya Vawnya, Marystown Happy Deals, Michael Rossy Limited (St. John's and Marystown), MowGo Property Services, Munchies N' More (Marystown), Pipers, Rene's Autobody (Burin), Resource Centre for the Arts, Ronin Interior Systems, SassyTuna Studio, Shoppers Drug Mart (Conception Bay South), Skipper Joe's Souvenirs (King's Point), Sounds Arts Initiatives, Springdale Gardens, St. John's International Women's Film Festival, Stairs NL & Woodworks, The Olive Branch Charcuterie Bar, and The Wellness Centre (Grand Falls-Windsor).

We acknowledge the municipalities that supported employment opportunities within their communities, including the Town of Burgeo, Town of Carmanville, Town of King's Point, Town of Mount Carmel, Town of Spaniard's Bay, and Town of Springdale.

We also gratefully acknowledge the community organizations, employment supports, and sector partners who assist individuals with disabilities in entering and sustaining employment, including the Canadian Council on Rehabilitation and Work, Choices for Youth, Corrections Canada, Empower the Disability Resource Centre, Employment Centres with the Department of Immigration Population Growth and Skills, Green Bay Community Employment Corporation, Mariner Resource Opportunities Network, Smallwood Crescent Community Centre (Marystown), Spinal Cord Injury Newfoundland and Labrador (St. Anthony), the Community Centre Alliance, and the Murphy Centre.

This project has been made possible in part by the Government of Canada's Opportunities Fund for Persons with Disabilities Program.

We extend sincere thanks to our Senior Program Development Officer Thi Phan Will for her continued support throughout 2025, providing guidance and assistance to ensure effective program delivery.

Employment and Educational Services



Reimagine EmployABILITY



Sydney Young, Reimagine EmployABILITY Participant

In 2025, our Reimagine EmployABILITY program, delivered in partnership with Easter Seals Canada and supported through generous funding from RBC, continued to create meaningful opportunities for individuals pursuing their employment goals. In July, the program expanded to support participants aged 15 to 65, with funding extended across all employment programs, enabling our department to welcome and assist additional participants in advancing their employment pathways.

This expansion strengthened our program's ability to support a broader range of participants and reinforced our capacity to respond to increasing demand for employment-focused services across our programs. **10** participants received targeted funding support to help advance their career journeys and employment goals.

"RBC funding helped support me in my employment journey by assisting with the resources and work attire I needed to feel prepared and confident in my role at Pipers."
Sydney Young, Cohort 2

This support has had a clear and tangible impact. Funding enabled one participant to purchase professional work attire in preparation for a new employment opportunity, while another obtained First Aid certification to strengthen job readiness and employability. In addition, the funding enhanced the Horizons Program by providing nutritional snacks and lunches, transportation support, and access to both group and individualized professional development opportunities. These supports helped reduce barriers to participation and strengthened avenues to successful workforce engagement and integration.

Financial Reports

**EASTER SEALS
NEWFOUNDLAND AND LABRADOR**

**EASTER SEALS NEWFOUNDLAND AND LABRADOR INC.
Financial Statements
Year Ended December 31st, 2025**

EASTER SEALS, NEWFOUNDLAND AND LABRADOR INC.
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Year Ended December 31, 2025

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221E Memorial Drive
Clarenville, 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, 2025, 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, 2025, 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, 2025, current assets and net assets as at December 31, 2025. My audit opinion on the financial statements for the year ended December 31, 2024 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
June 19, 2026



Chartered Professional Accountant
Richard K Power, CPA, Professional Corporation

EASTER SEALS, NEWFOUNDLAND AND LABRADOR INC.**Statement of Financial Position****December 31, 2025**

	2025	2024
ASSETS		
CURRENT		
Cash (Notes 2, 4)	\$ 450,467	\$ 721,947
Short term investments (Notes 2, 5)	3,604,432	3,414,082
Accounts receivable (Note 6)	196,753	18,768
Prepaid expenses (Note 7)	349,058	126,377
	4,600,710	4,281,174
CAPITAL ASSETS (Note 8)	2,369,327	2,432,395
LONG TERM INVESTMENTS - RESTRICTED (Note 9)	75,076	70,113
	\$ 7,045,113	\$ 6,783,682
LIABILITIES AND NET ASSETS		
CURRENT		
Accounts payable and accrued liabilities (Note 11)	\$ 187,927	\$ 190,701
Wages payable	57,219	46,885
Employee deductions payable	37,915	29,877
Deferred revenue (Note 12)	590,304	432,166
	873,365	699,629
DEFERRED CONTRIBUTION - EASTER SEALS HOUSE (Note 13)	1,282,306	1,335,737
	2,155,671	2,035,366
NET ASSETS		
Unrestricted net assets	850,935	651,705
Internally restricted funds (Notes 9, 14)	1,669,915	1,664,952
Investment in capital assets	2,368,592	2,431,659
	4,889,442	4,748,316
	\$ 7,045,113	\$ 6,783,682

EASTER SEALS, NEWFOUNDLAND AND LABRADOR INC.**Statement of Operations****Year Ended December 31, 2025**

	2025	2024
REVENUES		
Fund development and corporate affairs	\$ 2,964,345	\$ 2,716,084
Program fees and career services funding	888,238	657,848
Contributions	308,741	233,654
Government funding	148,346	176,454
Other	38,026	27,610
Rental income	2,356	3,103
	4,350,052	3,814,753
DIRECT EXPENSES		
Fund development and corporate affairs expenses (Note 15)	2,107,962	2,027,427
	2,242,090	1,787,326
CONTRIBUTION MARGIN		
	2,242,090	1,787,326
EXPENSES		
Amortization of capital assets (Note 8)	148,473	150,436
Operating expenses (Note 16)	576,063	544,771
Program expenses (Note 17)	1,540,162	1,238,825
	2,264,698	1,934,032
DEFICIENCY OF REVENUES OVER EXPENSES FROM OPERATIONS		
	(22,608)	(146,706)
OTHER INCOME		
CEBA loan forgiveness	-	20,000
Interest income	112,305	157,912
Amortization of deferred capital contribution (Note 13)	53,429	55,656
	165,734	233,568
EXCESS OF REVENUES OVER EXPENSES FOR THE YEAR		
	\$ 143,126	\$ 86,862

EASTER SEALS, NEWFOUNDLAND AND LABRADOR INC.**Statement of Changes in Net Assets****Year Ended December 31, 2025**

	Unrestricted Net Assets	Internally Restricted Assets	Investment in Capital Assets	2025	2024
NET ASSETS - BEGINNING OF YEAR	\$ 651,705	\$ 1,664,952	\$ 2,431,659	4,748,316	4,663,453
Excess of revenues over expenses	143,126	-	-	143,126	86,862
Purchase of equipment	(85,406)	-	85,406	-	-
Amortization of capital assets	148,473	-	(148,473)	-	-
Unrealized gain (<i>Note 9</i>)	(6,963)	6,963	-	-	-
Scholarship issued (<i>Note 9</i>)	-	(2,000)	-	(2,000)	(2,000)
NET ASSETS - END OF YEAR	\$ 850,935	\$ 1,669,915	\$ 2,368,592	4,889,442	4,748,316

EASTER SEALS, NEWFOUNDLAND AND LABRADOR INC.**Statement of Cash Flow****Year Ended December 31, 2025**

	2025	2024
OPERATING ACTIVITIES		
Excess of revenues over expenses	\$ 143,126	\$ 86,862
Items not affecting cash:		
Amortization of capital assets	148,473	150,436
Amortization of deferred capital contribution	(53,429)	(55,656)
	238,170	181,642
Changes in non-cash working capital:		
Accounts receivable	(177,985)	663
Accounts payable and accrued liabilities	(2,776)	54,670
Deferred revenue - programs	158,138	90,651
Prepaid expenses	(222,681)	60,021
Wages payable	10,334	(6,416)
Employee deductions payable	8,038	(4,425)
	(226,932)	195,164
Cash flow from operating activities	11,238	376,806
INVESTING ACTIVITIES		
Purchase of capital assets	(85,405)	(94,057)
Repayment of CEBA loan	-	(60,000)
Increase in long term Investments	(4,963)	(3,161)
Cash flow used by investing activities	(90,368)	(157,218)
FINANCING ACTIVITY		
Transfer from reserve - scholarship	(2,000)	(2,000)
(DECREASE) INCREASE IN CASH FLOW	(81,130)	217,588
Cash - beginning of year	4,136,029	3,918,441
CASH - END OF YEAR	\$ 4,054,899	\$ 4,136,029
CASH CONSISTS OF:		
Cash	\$ 450,467	\$ 721,947
Short term investments	3,604,432	3,414,082
	\$ 4,054,899	\$ 4,136,029

EASTER SEALS, NEWFOUNDLAND AND LABRADOR INC.

Notes to Financial Statements

Year Ended December 31, 2025

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, 2025

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, 2025****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, 2025.

(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:

	2025	2024
Operating funds	\$ 439,745	\$ 586,864
Opportunities fund	8,789	99,039
BMO Investment account	100	32,734
Cottage lottery	1,833	3,310
	\$ 450,467	\$ 721,947

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.

	2025	2024
BMO term investment; interest rate of 2.30% maturing on June 1, 2026	\$ 1,643,657	\$ -
BMO term investment; interest rate of 2.75% maturing on February 2, 2026	753,574	-
BMO term investment; interest rate of 2.23% maturing on May 19, 2026	607,201	-
TD term deposit; interest rate of 2.37% maturing on November 27, 2026	600,000	-
BMO term investment; interest rate of 3.80% matured on August 5, 2025	-	732,907

EASTER SEALS, NEWFOUNDLAND AND LABRADOR INC.**Notes to Financial Statements****Year Ended December 31, 2025****5. SHORT-TERM INVESTMENTS (continued)**

	2025	2024
BMO term investment; interest rate of 3.00% matured on March 10, 2025	-	700,000
BMO term investment; interest rate of 3.65% matured on May 26, 2025	-	624,602
TD term deposit; interest rate of 3.50% matured on November 27, 2025	-	600,000
BMO term investment; interest rate of 3.30% matured on January 31, 2025	-	293,324
BMO term investment; interest rate of 5.70% matured on February 21, 2025	-	268,910
BMO term investment; interest rate of 4.10% matured on October 14, 2025	-	153,339
BMO term investment; interest rate of 3.30% matured on February 26, 2025	-	41,000
	\$ 3,604,432	\$ 3,414,082

6. ACCOUNTS RECEIVABLE

	2025	2024
Harmonized sales tax	\$ 17,603	\$ 14,923
Trade receivables	11,946	3,919
Government grants	170,340	3,062
	199,889	21,904
Less: allowance for doubtful accounts	(3,136)	(3,136)
	\$ 196,753	\$ 18,768

7. PREPAID EXPENSES

	2025	2024
2026-2028 Cottage Lottery	\$ 347,719	\$ -
Insurance	1,339	828
2025 Cottage Lottery	-	125,549
	\$ 349,058	\$ 126,377

EASTER SEALS, NEWFOUNDLAND AND LABRADOR INC.**Notes to Financial Statements****Year Ended December 31, 2025****8. CAPITAL ASSETS**

	Cost	Accumulated amortization	2025 Net book value	2024 Net book value
Land improvements	\$ 1,144,254	\$ 465,056	\$ 679,198	\$ 725,410
Buildings	2,598,446	1,210,347	1,388,099	1,445,937
Computer equipment	67,666	43,836	23,830	27,053
Furniture, fixtures and equipment	363,129	165,701	197,428	146,199
Signs	14,995	9,702	5,293	5,754
Parking lot	107,018	31,539	75,479	82,042
	\$ 4,295,508	\$ 1,926,181	\$ 2,369,327	\$ 2,432,395

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, 2025, there were no funds withdrawn on the line of credit (2024 - \$ Nil).

11. ACCOUNTS PAYABLE AND ACCRUED LIABILITIES

	2025	2024
<u>Payables</u>		
Accounts payable	\$ 115,406	\$ 132,219
Accrued liabilities	72,521	58,482
	\$ 187,927	\$ 190,701

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, 2025.

	2025	2024
Capital campaign	\$ 328,514	\$ 148,284
Program funding	257,679	283,882
Internally restricted funds	4,111	-
	\$ 590,304	\$ 432,166

EASTER SEALS, NEWFOUNDLAND AND LABRADOR INC.**Notes to Financial Statements****Year Ended December 31, 2025****13. 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.

14. 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.

15. FUND DEVELOPMENT AND CORPORATE AFFAIRS EXPENSES

	2025	2024
Event rental and prizes	\$ 1,461,852	\$ 1,401,807
Advertising and promotion	307,195	326,649
Salaries and benefits	218,447	192,637
Office and supplies	49,051	44,325
Other	31,685	25,638
Licensing and event fees	25,339	23,181
National assessments	10,050	10,415
Travel	4,343	2,775
	\$ 2,107,962	\$ 2,027,427

16. OPERATING EXPENSES

	2025	2024
Salaries and wages	\$ 319,891	\$ 297,773
Repairs and maintenance	72,654	74,389
Interest and bank charges	68,959	61,577
Insurance	64,017	60,994
Utilities	24,480	24,760
Office and supplies	11,526	12,599
Miscellaneous	8,117	8,622
Professional fees	6,419	2,821
Bad debts	-	1,236
	\$ 576,063	\$ 544,771

EASTER SEALS, NEWFOUNDLAND AND LABRADOR INC.**Notes to Financial Statements****Year Ended December 31, 2025****17. PROGRAM EXPENSES**

	2025	2024
Salaries and benefits	\$ 905,431	\$ 682,029
Program employer expense	464,282	401,250
Office and supplies	58,682	51,423
Program stipends	45,083	34,801
Service rentals	33,540	23,006
Travel	14,281	7,409
Miscellaneous	13,745	21,437
Professional fees	4,944	9,826
Organizational planning	174	7,644
	\$ 1,540,162	\$ 1,238,825



Easter Seals Newfoundland and Labrador
206 Mount Scio Road
St. John's, NL

info@eastersealsnl.ca
www.eastersealsnl.ca
709-754-1399