



Annual Report 2020

Individualized. Interactive. Inspired.

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Katy Harandi, Board Chair
Tammy Kalla
Sahar Kanani
Cindy Maltman, Board Secretary
Robert Standerwick, Q.C.
John Stewart

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Andrea Kasunic

Head of Adult Program

Karin Terado

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Vincent Tong

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Alexia Stack

PALS Adult Program Advisory Council:

Katie Allen
Dr. Kristin McFee
Shannon Muir
Kathryn Theroux



A MESSAGE FROM THE PRESIDENT AND CHAIR OF THE BOARD OF DIRECTORS

KATY HARANDI

*"What you do makes a difference, and you have to decide what kind of difference you want to make."
- Jane Goodall*

What a year 2020 was for us all. The pandemic transformed the routines of our daily lives. Changes to a routine, big or small, can cause individuals with autism much distress, making it a challenge for them to adapt. The staff at PALS were determined to continue the learning process for our students by providing a top notch online learning program to both the school and adult program. Surprisingly, our students adapted and successfully engaged in online learning through Zoom.

The growth and expansion of PALS Autism Society Adult Program prompted the need to inaugurate a new charitable society governed by a newly formed board of directors. In June 2020, this new Society named PALS Adult Services Society (PASS) received its registered charity designation. The Board of Directors of PASS govern the Adult Program, the Social Enterprise and the Housing Program. The PALS School Program and the Before and After School Program continue to be under the governance of PALS Autism Society.

Our vision has always been to make a difference in the lives of individuals with autism for all ages and to provide safety and security to families who live with the challenges of autism and who are worried about the future life of their children when they are no longer around to care for them.

On behalf of the Board of PALS Autism Society, I would like to thank the committed staff of PALS for their ongoing work to educate and support the students through the challenging times of the pandemic. Also, my gratitude to all the volunteers who dedicate timeless hours to help grow our society. A million thanks to our Foundations, Corporate and Private Donors who have shared our belief and supported us in changing the lives of our students and their families. Looking ahead, the need for support is ongoing. Fundraising goals have to be met and budget restrictions adhered. This is only possible with the help of our donors and the community. Thank you for helping us make a difference.



Katy Harandi, President & Chair

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PALS AUTISM SOCIETY

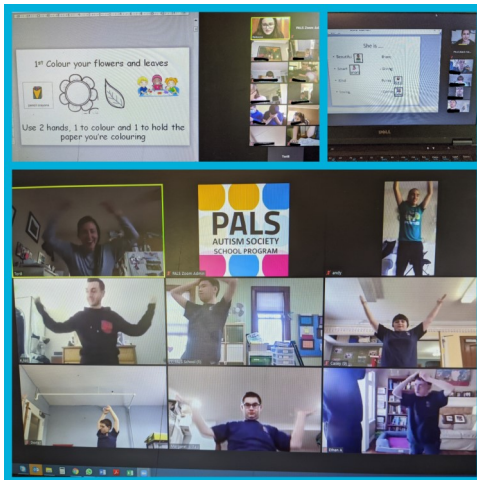
A MESSAGE FROM THE HEAD OF SCHOOL

ANDREA KASUNIC



2020 was off to a great start for PALS Autism School programs. Five different work experience placements were secured for transition aged students, students completed their annual 4-week snow sports program at Grouse Mountain where they learned to ski and snowshoe, staff presented the positive findings of a student's behaviour intervention plan at the BC Association for Behaviour Analysis Conference, and planning was well underway for a spring Open House to finally welcome supporters and neighbors into PALS new home. Then, in the middle of March Break, the Ministry of Education announced the suspension of in-class instruction due to COVID-19. Most certainly the rest of the year would present challenges and curve balls never imagined.

Despite our vulnerable students being best served in person, PALS families and staff bravely made the decision to remain closed despite the fact that our school is deemed an essential service to a vulnerable population and could have remained open. The staff developed an effective online instruction program for students in an effort to help flatten the curve. This was a great sacrifice for everyone involved as two thirds of our staff were temporarily laid off. Overnight, school parents became full-time Education Assistants as we learned together how to navigate Zoom schooling, or as we called it, "PALS @ Home".



I'm very proud of the interactive and adaptive online learning offerings our Classroom Teachers and ABA Program Managers were able to create with such little notice, and I'm equally proud of our students and their families who adjusted to this new style of instruction with relative ease. Students logged onto Zoom 3 times per day for group classes in academics, music, physical education, and social skills, as well as 1:1 sessions 2 times per week to continue their intensive behaviour intervention programs. The online programming included a 'buffet' of resources families could access 24/7 such as pre-recorded activities, parent training videos, and worksheets. Everyone was participating regularly, doing well and meeting their IEP goals. When COVID-19 cases began decreasing in May, and it was determined that the school could safely re-open, the students bounced right back into their classrooms as if they never missed a beat!

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PALS AUTISM SOCIETY

A MESSAGE FROM THE HEAD OF SCHOOL (CONTINUED)

The school operated safely all summer, with physical distancing, increased sanitization, and very frequent hand washing. It has truly been a blessing to be in our new, bigger facility during the pandemic, as the school could not have operated safely if it was still in our smaller East Vancouver location. Since reopening students have enjoyed two field trips to Stanley Park and Second Beach Pool, and student work-experience and food prep programs have also resumed. In June, PALS held a small on-site graduation ceremony to celebrate the many achievements of two long-standing students who have each attended PALS for over 11 years. This very special grad ceremony was viewed on Zoom by our PALS community as far away as Australia.



It has been an incredible year like no other, and I'm pleased to have discovered that our tagline "Individualized. Interactive. Inspired." still holds true whether we find ourselves together or apart again. I extend my sincere thanks to all of our donors, supporters, families, staff, volunteers, and board members for helping to see us through these unique circumstances.

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PALS AUTISM SOCIETY

A MESSAGE FROM THE HEAD OF ADULT PROGRAM

KARIN TERADO

Our 2020 program year opened with great optimism and enthusiasm on the part of 32 young adults and the 17 staff of PALS Adult Program. The employment program was very active with 22 students working as volunteers or paid employees with 13 local employers while the social enterprise (PALS Marketplace) employed nine young adults in a variety of tasks ranging from labelling packages of energy bar ingredients and artisan chocolate bars to designing our custom labels to crafting our signature candles. Our social enterprise website re-design was completed, new classes were added to our class roster (Basic Computer Literacy, An Introduction to Computer Coding, Mapping, Bootcamp and Gardening) and several projects (expanding our music program to include a ukulele component and augmenting our program library) were completed within the late Fall and early Winter of 2019/2020. By early March 2020 we were busy planning the renovations and our move to the new program space, hoping to be settled into our new 'home' by early summer. And then things changed.

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
10AM-12PM One hour classes	Yoga	Social Thinking	Dance	Yoga	Dance
12PM-1PM	Free Time	Free Time	Free Time	Free Time	Free Time
1PM-3PM One hour classes	Conversation Skills	PALS Library	Music Therapy	Sign Language Class	Art Therapy
3PM-4PM	Computer Literacy				

With the arrival of COVID-19, PALS Adult Program underwent a significant shift in how services were provided to the young adults who attend the program. Prior to March 2020, the adult program offered exclusively on-site, in-person services. With the temporary closure of our day program from mid-March to May 31st, staff shifted resources to create and implement a full time, interactive, online learning platform that enabled our young adults to stay connected and continue learning from home during the pandemic. The online learning and communication platforms Moodle and Zoom supported live-streamed, interactive classes and social groups that encouraged and supported students to keep in touch with their peers, offered a wide variety of instructional videos, numerous educational resources that support our functional academic classes, and delivered a weekly newsletter that solicited participation from parents, students, therapists, and staff.

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A MESSAGE FROM THE HEAD OF ADULT PROGRAM (CONTINUED)

With the re-opening of our on-site, in-person program on June 1st, 2020, in strict compliance with Provincial Health Office recommendations and WorkSafe BC protocols, PALS Adult Program was able to resume our more typical, albeit modified, services to the majority of our families while continuing to offer the full-time online program.

In September 2020, the Adult Program moved into its new location at 294 East 1st Avenue in Vancouver. I would like to acknowledge and extend a special thank you to Helen Besharat and her team at BFA Studio Architects for the wonderful work they did, pro bono, designing the office – it's fantastic! Staff, volunteers, families and students worked tirelessly to plan, organize, pack, move and set up the program in its new home and by mid-September we were settled.



The young adults adjusted very well to the many changes that took place this past year and demonstrated their flexibility, positive outlook and eagerness to learn and be social, each day, whether they are online or onsite. They, their families and staff have done an amazing job working together to navigate the uncertainty and changing landscape of the past six months.

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A MESSAGE FROM THE TREASURER

ALLISON ARAI

Even in an unprecedented year, the Society has many achievements to celebrate. When PALS was forced to move their April Gala online due to the pandemic, supporters generously donated and bid high on silent auction items. The result was PALS 1st Armchair Gala **netting over \$210,000** and enabling the school and adult program to continue to offer their individualized learning opportunities in collaboration with speech and language, occupational, music, art and behavioural therapies.

In June, a new Society called PALS Adult Services Society (PASS) received its registered charity status enabling the adult program to transition its operations effective September 1st, 2020. This Society is independent from PALS Autism Society and will allow the adult program to expand its offerings to include not only a Day program and Social Enterprise, but also much needed Housing and Respite programs for young adults living with autism. We are excited at the future possibilities for PASS. PALS Autism Society (PALS) will continue to expand its School and Before and After School Program.



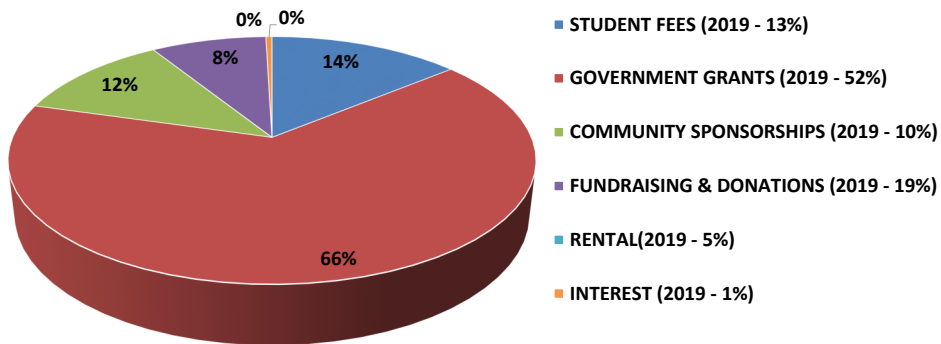
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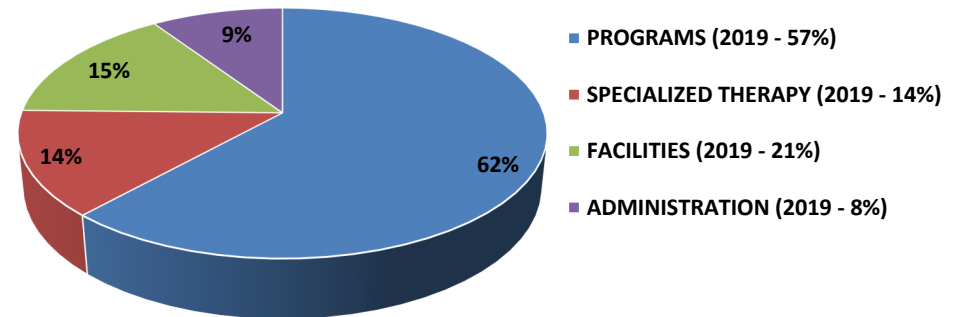
A MESSAGE FROM THE TREASURER (CONTINUED)

The following summarizes the results for the year ended June 30, 2020:

SOURCES OF REVENUE



WHERE WE SPEND



Government Grants increased from 52% in 2019 to 66% in 2020 as the Society was eligible to claim for the Canada Emergency Wage Subsidy from April through June. Fundraising and Donations decreased from 19% in 2019 to 8% in 2020 due to the pandemic. Gala Revenue, our highest contributor to Fundraising and Donations, declined 45% from 2019 and all Spring third party fundraising events were cancelled. Rental Revenue decreased from 5% in 2019 to zero in 2020 as the School Program moved into their forever home in March 2019 which was previously rented back to the Seller.

Facility expenditures decreased from 21% in 2019 to 15% in 2020, as 2019 figures reflect the Society's expenses for both the school and adult program moving to their respective, new locations. Administration expenses increased from 8% in 2019 to 9% in 2020 due to additional costs incurred to operate safely during the pandemic.

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PALS AUTISM SOCIETY

A MESSAGE TO OUR DONORS FROM BOARD DIRECTOR

TAMMY KALLA

While many aspects of our lives have changed dramatically in the year 2020, PALS Autism Society has continued to provide individualized, interactive and enriched learning experiences for our students and young adults with autism spectrum disorders. The Board of Directors would like to extend our deepest gratitude to the Foundations, Organizations and Private Donors listed below who have contributed \$5,000 or more to the Society during the past year.

As the COVID-19 pandemic caused unprecedented closures, PALS Autism Society Programs pivoted successfully to an online, interactive format before returning to in person learning in May and June. The PALS Adult Program continues to offer families the choice of an online or in person learning experience. PALS Board of Directors would like to thank **Vancouver Foundation** for the Emergency Community Support Fund grant which helped PALS School transition their educational curriculum to an online format. The success of PALS School online program, as a model for autism education, was recently featured in an article by UBC Faculty of Education Alumni. <https://educ.ubc.ca/how-autism-education-is-thriving-with-distance-learning>.

Thanks to the generosity of PALS donors, our students and young adults continue to benefit from critical developmental therapies including speech and language therapy and social communication skills, occupational therapy and sports equipment, music therapy and expressive art therapy. We are immensely grateful to **The Mary and Gordon Christopher Foundation** (speech and language therapy and social communication skills training for the School and Adult Programs), **Ames Family Foundation** (sports equipment for our recreation programs), and **Music Heals Charitable Foundation** (music therapy for the Adult Program). These foundations have supported PALS therapeutic programs for many years, and we could not offer these programs without their support and belief in our mission.

Families often struggle with the financial burden of raising a child with autism. PALS School fees can become prohibitive for students from single income homes or lower income families. This year the pandemic increased the financial stress felt by our families as one or more parents suffered job loss, job reduction or the inability to work due to the need to care for a special needs child at home. PALS would like to extend our sincerest appreciation to the **Canucks for Kids Fund** and **Vancouver Foundation** Emergency Community Support Fund for providing significant grants to the PALS School Tuition Bursary Fund.

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PALS AUTISM SOCIETY

A MESSAGE TO OUR DONORS (CONTINUED)

In addition to the foundations listed above, PALS Autism Society would like to recognize and thank the **Burnaby Firefighters Charitable Society In Memory of Alan and Marilyn Codyre**, for their annual pledge, which is part of a 20-year commitment for PALS School Tuition Bursary and the Post-Secondary Scholarship Fund. These scholarships are designated for PALS School Students who would benefit from an additional year of schooling and life skills training upon completion of their Grade 12 year.

The PALS Before and After School Care Program is a critical lifeline for our families who require out of school care to continue their child's enrollment in the school program. PALS Autism Society would like to extend our sincerest appreciation to **The Wolrige Foundation** for making this program affordable and accessible to all our students.

PALS Board of Directors is immensely grateful to **The Sutton Place Hotel Vancouver**, which has generously continued their support for PALS by hosting multiple philanthropic activities benefitting the Society, while also bringing autism awareness to our community. The Sutton Place Hotel Vancouver donated proceeds from their Annual "Home for the Holidays" Christmas tree decorating event and, prior to the pandemic, proceeds from their Annual Just "Fore" Fun Furry Creek Golf Tournament.



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PALS AUTISM SOCIETY

A MESSAGE TO OUR DONORS (CONTINUED)

The PALS Annual *Imagine* Gala and Fundraiser, originally scheduled for April 6th, transformed into the virtual **PALS Armchair Gala**. We were overwhelmed with gratitude for the outpouring of generosity and support from all those who supported this virtual Gala.



PALS Armchair Gala

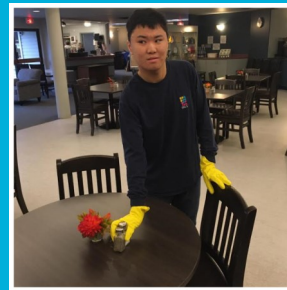
Diamond Sponsor	The Sutton Place Hotel Vancouver
Platinum Sponsor	Wesco Industries Ltd.
Gold Sponsor	Grosvenor Americas Tricor Pacific Capital Inc.
Silver Sponsor	Alexander Holburn Beaudin + Lang LLP Canguard Mortgage Investment Corporation
Bronze Sponsor	Pourdad Capital Partners
Supporting Sponsors	David Davies, Vice President, CIBC Private Investment Counsel Karim Kamrani, Real Estate Advisor

Thank you to all of our generous Foundations, Corporations and Private Donors who contributed their time and financial resources to help support PALS Autism School and Adult Program during the past year.

COMMUNITY-BASED EMPLOYERS

Thank you to local organizations that hire our students as volunteers or as paid staff. These are:

- Bard on the Beach
- Bases Family Thrift Store
- Bosley's
- Canucks Autism Network
- Canucks Place Children's Hospice – Development Office
- Century House
- Double Negative (DNEG)
- El Santos
- Frog Hollow Neighborhood House
- Greens Organic Market
- Kitsilano Neighborhood House
- Kiwassa Neighborhood House
- Le Meadows Pantry
- Megrez Consultants
- Nada Zero Waste Vancouver
- New West Farmers Market
- Stanley Park Ecology Society -Special Invasive Removal Team
- Steeves Manor Neighborhood House
- St Paul's Hospital
- Vancouver Coastal Health – Employee Wellness Program
- White Spot Restaurant, Vancouver
- White Spot Restaurant, Richmond



SOCIAL ENTERPRISE PARTNERS

- Bard on the Beach Shakespeare Festival
- The Good Chocolatier Artisan Chocolates
- Grosvenor Americas
- Methanex Corporation
- Old Joy Gift Boxes
- Odlum Brown Investment and Management Firm
- Pacific Autism Family Network
- PALS Autism Society Gala Committee
- Qualex-Landmark Living
- Raising John Foods
- The Toronto Blue Jays – Jays Care Foundation
- University of British Columbia - Sauder Business School
- Vancouver Community College – Community and Career Education Department



DONOR RECOGNITION

Individualized.
Interactive.
Inspired.

We wish to thank everyone who has generously contributed to the creation and fostering of the PALS Autism Society. Since opening in 2007, these donors have helped provide specialized education, adaptive programming, therapeutic training, and innovative technology for all PALS student and families.

This wall honors those whose cumulative contributions have exceeded \$5,000. We would like to thank all our donors including those who wish to remain Anonymous.



As of October 31st, 2020

Partner: \$100,000+

Ames Family Foundation
Anonymous
The Arai-Wong Family
Canucks for Kids Fund
Els for Autism Canada
The Harandi Family

Mary and Gordon Christopher Foundation
Methanex
The Raffii Family
The Sutton Place Hotel Vancouver
The Wolrige Foundation

Advocate: \$50,000

The Aquilini Family
Burnaby Firefighters Charitable Society
CCSF Autism Foundation
CKNW Kids' Fund
Corix Water Products-Golf For Kids

Face the World Foundation
Iranian-Canadian Benevolent Foundation
Hal and Anna Kettleson
The Morris and Helen Belkin Foundation
Variety-The Children's Charity

Loyal: \$25,000+

Army, Navy & Air Force Veterans Unit 100
Autism Speaks Canada
Peter Chan and Candy Lim
The Christopher Family
Diamond Foundation
The Esfahani Family
The Grams-Jekubik Family

The Maghsoud Family
Music Heals Charitable Foundation
Arjang and Golrokh Nowtash
Devi Sangara and Matt Queree
TELUS
Vancouver Foundation
Y.P. Heung Foundation

Supporter: \$15,000+

Linda Deluca and Bill Alexander
Peter and Leslie Blake
Oliver and Shirin Bock
Carolyn Anderson and Kevin Chester
Philip and Cynthia Cook
James and Kelly Kerr

Takao Ozawa and Elizabeth Wai
President's Choice Children's Charity
Ronald McDonald House Charities
Brian and Tamara Standerwick
David and Stephanie Williams
Jimmy and Alice Wong



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Friends of PALS: \$5,000+

100 Men Who Give A Damn
Fahimeh Abghari
Ace Architectural Millwork
Hamidreza Ahmedian
Bruce Aitken
Hossein Amanat
Farshid Assemi
Ladan Assemi
Eric Carlson
Carriere Foundation
Robert and Ann Carson
Richard and Gwen Chan
The Edith Lando Charitable Foundation
Lorne Folick and Shannon Taylor
Foundation for Youth
Grosvenor Americas
David and Jennifer Gunasekera
The Hamber Foundation
John and Virginia Hou
David Jang and Susie Wong
Margarete Jekubik
John Hardie Mitchell Family Foundation
Julie and Bill Ruehle Foundation
Al Kanji
Karim Kassam
Irv and Naomi Laskin
Doug and Brenda Lau
Jeff Lee and Amanda Goodman Lee
Rainold Lee and Catherine Kriekenbeek-Lee
Kenneth and Aida Leung
Philip Louis and Julie Fu
Allan and Kim Low
Bill and Vivian Macdonald
Dr. William and Joanne McDonald
Hossein and Golnaz Malek

Shahrokh Malek
Muskoka Capital Corporation
Mulgrave School Students—Cap Program
M.Y. Capital Management Corp.
Michael Nauss and Leslie Jones
Marjan Navabi
Kevin Ng and Caroline Kriekenbeek
Naz Panahi
Pezzente Holdings
The Please Mum Foundation
Greg and Michelle Polok
Mark and Monica Porter
Maryam Pournasrollah
Queen Alexandra Foundation
Foad and Lida Rafii
Raymond James Canada Foundation
RBC Foundation
Robert L. Conconi Foundation
Royal Canadian Properties
The Sahiholnasab Family
Senft Family Foundation
Amirreza and Sudy Sherkat
Robert and Christine Shields
Sinneave Family Foundation
Courtland Smith
Craig and Donna Smith
Jane Loftus and Leo Smyth
Shaune and Lee Stoddard
Garth and Ann Stoll
John and Verna Stewart
T&T Supermarket
Marie Zelig Tan
Murray and Shirley Thomson
Vincent and Lillian Tong
Tricor Pacific Capital Inc.

As of October 31st, 2020

Harvey Twidal
Dave and Denise Ure
Vanguard Pipe & Fittings and CB Supplies
Versatech Holdings
Visas Consulting Group Inc.
Michael Watt and Monique Badun
The Windsor Family
The Yeganegi Family
Abbas Yousefian



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PALS Adult Program - 294 East 1st Avenue, Vancouver, BC V5T 1A6
Phone: 604.872.7257 Fax: 604.251.1627

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Twitter: @PALSAutismBC
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