



# 2024-2025 Annual Report

**An overview of our services, programs and finances.**



**AUTISMYUKON.ORG**



# Table of Contents

|  |    |
|--|----|
| Our Board and Staff.....                                     | 2  |
| President’s Report.....                                      | 4  |
| Executive Director’s Report .....                            | 6  |
| What Kept Us Busy This Year .....                            | 8  |
| <b>Reports from our Staff and Programs</b>                   |    |
| Community Navigator .....                                    | 10 |
| Sensory Room Coordinator and Community Navigator .....       | 11 |
| Administrative Assistant .....                               | 12 |
| <b>Looking Ahead</b> .....                                   | 13 |
| <b>Our Funders, and Key Partners and Collaborators</b> ..... | 14 |
| <b>2024-2025 Financial Reports</b>                           |    |
| Balance Sheet.....   | 16 |
| Income Statement .....                                       | 17 |



# Our Board and Staff

## Board Members

- Katie Swales (**President**)
- Caroline Robitaille (**Vice-President**)
- Colleen Madore (**Secretary**)
- Camille Luks (**Treasurer**)
- Stacey McDiarmid (**Director at Large**)
- Kristine Carruthers (**Vice-President – until July 2024**)

## Staff and Contractors

- **Executive Director**, Rebecca Fenton
- **Community Navigator**, Sydney Born (started September 3rd, 2024)
- **AIDE Hub Coordinator and Family Navigator**, Courtney Macleod (until April 19th, 2024)
- **Sensory Room Coordinator and Community Navigator**, Carlie Graef
- **Administrative Assistant**, Sarah Macklon
- **PEERS Program Group Leader**, Karen Rach, SLP
- **Bookkeeper**, Lisa Snyder



# President's Report - Katie Swales



We have completed another year with our Autism Yukon team and are about to realize our 20th AGM! At this time I annually reflect on my own introduction to Autism Yukon many years ago and involvement with the families who created this important organization. They had young children on the spectrum and there was no local support, so they created it! I have had the privilege to see their children grow into adulthood, and have been part of the team to also grow our understanding of needs throughout the lifespan. In addition, I have watched our staff, past and present, and organization grow too. We have been a positive springboard that benefits many lives, often in ways that are not immediately obvious.

Off the top, I would like to thank my colleague board members: Caroline, Colleen and Camille for their inputs and ponderings as we worked through the year. Thank-you to Kristine, who left the board in July 2024, for all her hard work and dedication over the years. At the same time, big wowza's to Rebecca, Sarah, Carlie and Sydney for their dedication as caring and present staff.

It has been a busy one with the growing awareness and desire to better know how to support people with Autism. The organization continues to work with dedication through programming and our amazing sensory room. Our accessible bathroom, purposeful lighting, incredible library, connection to AIDE Canada organization resources is all provided by our caring and capable staff.

Beyond the important everyday activities there were some unique, standout memories for me personally that would go both in the 'for better' and 'challenges' categories.



## President's Report Continued...

Air North, Yukon's Airline, in partnership with our airport authority, asked for us to partner as they explored and improved understanding and potential actions for autistic and other neurodivergent passengers. I was able to participate in pre-event meetings, a wonderful Saturday of a pretend check-in - security - waiting room - plane boarding - imaginary take-off (a plane engine recording played over the audio), warm cookie and water! The follow-up conversation with everyone involved was inspiring. Not only did I see how the staff truly cared, but there was active consideration on what might be done differently after reflecting on the experience. It seemed to me that the publicity of this event encouraged other local businesses and individuals to inquire on how they too could re-imagine their supportive space.



While we continue to do A LOT, it is not without severe challenge. Of course we are thankful to have some government support, but it does not meet the need. It happens that the Executive Director does volunteer her time to other government departments projects because of a lack of funding. This year we entered into a new 3-year Transfer Payment agreement with the Yukon Government that is at the same funding level as the last three years. It is barely - not quite - sustainable.

Despite this, we will continue to offer the great programs and services that we are known for because we are all passionate and dedicated to the work that we do. I look forward to our accomplishments in the coming year.

Respectfully Submitted by:  
Katie Swales



## Executive Director's Report- Rebecca Fenton

I am finding it hard to believe that I am writing another annual report! Where did that year go!

I would like to thank the Autism Yukon staff for their continued hard work, dedication to our services and the community, and their flexibility in scheduling appointment times that meet the needs of the community. When I complete my monthly reports for the Board of Directors, and this annual report, I am so incredibly proud of what this small but mighty team accomplishes!



Thank you also to the Autism Yukon Board of Directors for their support of the organization, staff and myself. I would also like to thank the Yukon community for their generous support during our annual online auction and donations throughout the year; and for their continued trust in our programs and services, and participation in our community events. A special thank-you to PCS Yukon for their generous donations of French resources, and a kiddie couch and inflatable boat for the sensory room. And thank-you to YAEP (Yukon Association of Education Professionals), FANS and ATCO Yukon for their generous donations this year. And last, but definitely not least, thank you to our funders: Yukon Government (Health and Social Services) and AIDE Canada. Without these funds we would not have been able to offer many of our services and programs.

The 24-25 year brought a change to our staff composition. In April 2024 Courtney MacLeod, our AIDE Hub Coordinator and Family Navigator resigned to continue her education journey. In September, Sydney Born joined our team as Community Navigator and is able to offer services in English and French.

Throughout this fiscal year we continued to be as responsive as possible to the requests brought to us, given our budget and staff complement. Our in-house resource lending library grew as we continued to purchase new materials, particularly French books, in order to provide up-to-date information to our library users. Books and resources are regularly borrowed and enjoyed by our membership. We also continued to promote the AIDE Canada lending library in order to provide more information on many different subjects. Our Sensory room was booked 5 or 6 days a week with several appointments each day. Interest in Project Lifesaver was small this year, but we supported those currently with bracelets and welcomed one new bracelet user in a rural community. We delivered two PEERS groups for 15 to 18 year olds from March to June 2024 and January to March 2025. Launch into Life was mainly offered on an individual basis as part of our community navigation services. We continued to be involved in the Caregiver Skills Training Program and I became a Focal Point Trainer in the program. Due to funding we were not able to deliver any groups.



## Executive Director's Report Continued...

The requests for Navigation continued to increase over the year. Most navigation appointments happened within a week or two of the request, and we were able to accommodate many drop-in visits and respond to phone/email inquiries promptly. Requests for information about and funding for adult diagnosis in particular were ongoing throughout the year.

As the AIDE Canada Northern Hub, we organized and delivered two webinars - "Unlocking Potential: Exploring the Benefits of DIR FloorTime for Parents, Children and Caregivers" (April 2024) and Eating on the Spectrum: Accessible Ways to Support Sensory Challenges, Executive Functioning, and other Eating Challenges with Neurodivergent Adults" (October 2024). We continued to be responsible for reviewing and researching services across Canada that are currently acknowledged on the AIDE Canada asset map or are presently missing, and providing those corrections to AIDE Canada for inputting. We also monitored the AIDE Canada national chatline for two hours each work day.

We were very happy this year to offer a number of Community Events to our members. The community was also welcomed into our office in December for a Christmas drop-in. We partnered with several other agencies to offer more events for families and the community and were also proud to have a presence at several other community events over the year.

Demands for education workshops and requests from local businesses/organizations/services for assistance in becoming more sensory and neurodivergent friendly continued to increase over the year. A highlight of the year was our collaboration with Air North to offer the first Airport Walk Through for autistic and other neurodivergent individuals in November.

In September, the Board of Directors engaged in a Strategic Planning Process. A survey was developed and distributed across the Yukon to find out if and how those completing the survey have been involved with Autism Yukon (AY), the impact of AY programs/services, what AY should prioritize in the next 5 years in terms of advocacy and services, and what supports are most needed in the autistic and neurodiverse community. Look for a What we Heard report to come out soon.

Due to a very heavy workload, we were not able to send out as many newsletters as we would have liked, but did distribute three over the year, and maintained a regular presence on social media.

Our presence continues to be requested to sit on various committees and groups throughout the Yukon and across Canada; and to provide information and support in making spaces and programs in the community more autistic and neurodivergent-friendly and accessible.



# What kept us busy this year....

## Statistics

450 Sensory Room Appointments  
24 Sensory Room Orientations (over 40 individuals)  
40 Formal Community/Family Navigation Appointments  
Over 200 Inquiries from the Public and other Organizations

## Workshops/Webinars/Trainings Autism Yukon Presented

Apr CST Master Trainer Training  
Apr DIR Floortime (Presenter Angela Krueger) with AIDE Canada  
June STEAM camp counsellors at Yukon College  
Oct Eating on the Spectrum (Bethany Rooker) with AIDE Canada  
Nov Five Senses Francophone Workshop for PCS Yukon  
Nov Porter Creek Secondary School – Social Justice Club  
Dec YG Integrated Health Staff (Constellation Health)  
Jan Education Assistants at Dept of Ed. PD Day (“Family Realities”)

## Events we participated in with (or without) our display

Jun YSAR Project Lifesaver Training Day  
Aug Welcome Welcome (Dept of Ed)  
Sept YAEP Conference  
Sept Whitehorse Public Library  
Oct Inclusive Employment Community  
Nov Family Literacy Centre  
Feb CYFN Wellness Fair



## Neurodiverse-Friendly work

Air North Airport Day  
Canada Games Centre  
Yukon Literacy Coalition  
PCSS School Social Justice Club  
Whitehorse Public Library  
Yukon Government Road Safety



## Autism Yukon Community Events

April Bowling  
June School Gym Event  
Sept Self-Advocate Trivia Night (with FANS)  
Oct Bowling  
Oct Self-Advocate Halloween Trivia (with FANS)  
Dec Christmas Open House  
Jan Nakai Theatre Sun Room  
Mar Wildlife Preserve (kicksledding)





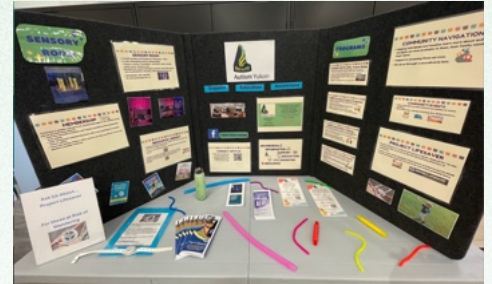
# What kept us busy this year cont'd....

## *Events offered with Community Partners*

|       |  |
|-------|--|
| April | Sensory Connections with Family Resource Unit                    |
| April | Kindergarten Connection Event with Child Development Centre      |
| May   | Family Event at Shipyards with Child Development Centre          |
| Dec   | Family Literacy Coalition sensory-friendly "Pictures with Santa" |
| Jan   | Family Event with Child Development Centre                       |

## *Trainings Staff Engaged In*

CARES Caregiver Support Program (Sydney)  
FASSY sexual health training for support workers (Carlie)  
PEERS Social Skills (Sydney)  
Yukon First Nations 101 (Sydney)



## *Workshops/Webinars/Conferences Attended*

|      |  |
|------|--|
| Apr  | Autism Alliance of Canada Leadership Summit (Rebecca presented on the panel discussing "From Strategy to Action: Perspectives from Community Organizations") |
| Aug  | National Autism Conference   |
| Sept | Navigating Double Challenges: Understanding Developmental Coordination Disorder in Autistic Children   |
| Nov  | Holiday Harmony: Preparing Neurodivergent Children for the Festive Celebrations  |
| Nov  | Holiday Harmony: Navigating Work Parties for Neurodivergent Colleagues   |
| Nov  | Accessible Canada Roadmap  |

## *Large Scale Projects we Participated In*

EA/TOC Training Project (Dept of Educ.)

## *Projects we Supported*

B.C. Children's Sibling Peer Group  
PCS Yukon (several projects)

## *Committees/Regular Meetings*

AIDE Content Meeting  
AIDE Hub Coordinator Meeting  
Advisory Committee for Yukon Education (ACYE)  
CST National Meetings  
Diagnostic Advisory Committee  
Family Resource Unit Advisory Committee  
Provincial/Territorial Autism Network  
RISE Subcommittee (Reimagining Inclusive Special Education)



# From the Desk of Our Community Navigator- Sydney Born

In my role as Community Navigator, I help people access information, connect with local programs and services, and navigate different systems in the Yukon. Whether it's a family member, caregiver, or self-advocate, my goals are to help reduce stress, offer encouragement, and contribute to a more informed, understanding, and inclusive community. I am able to support individuals in both English and French, which has expanded our community reach in our navigation services.

## Key Activities:

Held over 25 formal community navigation meetings with self-advocates, families, and local businesses looking to enhance their understanding and support efforts, and/or seek supports for themselves or a loved one. Five of these meetings were in French. As a whole, our organization also responded to many inquiries, covering topics such as:

- The diagnostic process and first steps
- Community supports/resources
- Available programs and activities in the Yukon
- Autism Yukon's services
- Seeking to raise awareness and knowledge about autism

## Programs/Groups:

In January 2025, I organized and co-facilitated a PEERS Social Skills Group for adolescents aged 15–18, with Karen Rach SLP. While the group was well received, we recognized that group programs can be limiting due to the diverse needs and schedules of different families. Autism Yukon continues to advocate for program flexibility, including:

- Shortened versions of longer multi-week programs
- 1:1 option for those who can't join group sessions
- Zoom option for those who are not living in Whitehorse
- Maintaining free, accessible services

Outside of this group, we received:

- Four inquiries regarding 1:1 PEERS
- Five inquiries regarding 1:1 Launch Into Life



## Community Partnerships & Collaboration:

Over the past ten months, I've built connections with several community partners. I helped organize, and participated in many events and delivered workshops. These were listed previously in this report.

## Challenges in My Role:

- *Limited Resources and Funding.* We face ongoing challenges related to funding and staff capacity. With more support, we could expand our reach; hiring additional staff, offering more robust programming, and, most commonly sought after, traveling to remote communities.
- *Lack of Awareness.* Many community members and organizations are still unfamiliar with Autism Yukon. Our participation in events and collaborations is helping address this gap.



# From the Desk of Carlie Graef, Our Sensory Room Coordinator and Community Navigator



## It was busy in the Sensory Room this year:

- Average number of appointments per week was 14
- Inclusion Yukon started regularly attending with a self advocate
- Many orientations for new families and professionals happened
- Our sensory room received some new equipment through a donation from PCS Yukon
- We purchased a new sensory light changing ball
- We piloted Saturdays in the Sensory Room in February and March. This allowed us to accommodate some families that cannot make it during the week and new orientations.

We continued to support a few members with **Project Lifesaver** bracelets this year. We had a new user of a bracelet in Dawson City and received an inquiry from a local doctor about bracelets for Elders and Seniors. I continued to maintain regular contact with the Project Lifesaver Coordinator at Yukon Search and Rescue.

In **Community Navigation** I supported several individuals. I supported several self-advocates in their employment journey and in accessing other services. I also supported several self-advocates who dropped in to Autism Yukon.

In partnership with AIDE Canada I coordinated and offered the webinar “Eating on the Spectrum” for self advocates delivered by Bethany Rooker.

## My Partnership Work included:

- Whitehorse Public Library sensory bundles
- Mentorability partnership with Inclusion Yukon
- PCS Yukon tour of sensory room
- Inclusive Employment Event with Inclusion Yukon





# From the Desk of Sarah Macklon, Administrative Assistant

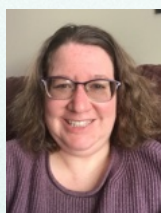
This year I remained busy supporting Rebecca, Sydney and Carlie in their work. I was responsible for cheque writing and filing, as well as managing the mail and keeping the office clean. We have seen an increase in office visits and Sensory Room appointments this past year, so I have spent more time supporting these.

## 2024 Auction

Karen Macklon and I, with support from others organized another successful fundraising auction in April 2024. We raised over \$15,000 thanks to our amazing and generous community. We were lucky to have many repeat donors and also each year we get new supporters. A thank you as always to Jody MacGillivray for uploading the items onto Galabid and Rebecca for completing the sneak peaks, monitoring the auction as it was happening and general support. Karen and I also spent the fourth quarter of 2024-25 soliciting and gathering donations for our 2025 online auction.

## Library Update

With help from Sydney and a donation from Partenariat Communauté de Santé (PCS) Yukon, we were able to create a French language resource section for our library collection. We now have over 40 books for kids, parent and caregivers en francais. We also expanded our English offerings, adding books on PDA (Pathological Demand Avoidance), online safety, employment and interoception among other subjects. We are always open to suggestions for new additions to the library. Usage has increased since last year, with most of the increase being from adult self-advocates who are newly diagnosed or querying a diagnosis.



## AIDE Canada Update

With the change in AIDE leadership, the asset map project has been put on hold while they work on transition and reorganization. I worked many hours on this project until late Fall and await direction to start again.

I have been monitoring the AIDE chatline on a daily basis and have directed inquiries to the correct agency or support as needed. Most of the requests are for other provinces, but I do my best to assist anyone who makes a chat request.

I have been actively reviewing items from the AIDE library, partly to look for items to add to our collection and also to increase my own knowledge. Their collection is always growing and I recommend it to everyone who is looking for information. They also offer e-book and audiobook options.



## Looking Ahead



The 25-26 fiscal year will be one of more growth and change, as we continue to meet the ever-increasing demands for our programs and services. The requests for Community Navigation, Sensory Room appointments, Caregiver Support Programs (CARES, CST), a variety of workshops and neurodivergent-friendly assistance are significantly increasing as more people are looking for support, information and education. In order to meet this demand and at least maintain our current level of service we have had to implement a fee for service for our workshops and neurodivergent-friendly work for those outside of the non-profit sector. This year we will also need to utilize fundraising dollars to maintain operations as our request for an increase in our core funding was denied. Our funding from AIDE Canada supports some of our rental and personnel cost, but there is uncertainty about whether this will continue after December 31<sup>st</sup>, 2025. We know that we could do so much more with additional funds and will continue to seek out grants and other opportunities.

Large scale projects in the next fiscal year will include completing the EA/TOC training package with committee members from other Yukon organizations, and completing the revision of our before and after diagnosis booklets. With the development of a National Autism Network to inform the National Autism Strategy we look forward to determining our role in this process. This is merely the beginning and there is so much work to do in order to address the five key strategy areas:

- screening, diagnosis and services
- economic inclusion
- data collection, public health surveillance, and research
- public awareness, understanding, and acceptance
- tools and resources

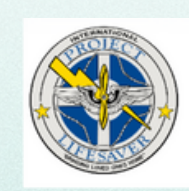
We are hopeful that this process may set in motion a recognition of the need for and desire to establish a Yukon Autism Strategy.

Work to establish the new Yukon Health Authority is also underway and we remain unsure at this time, if and what the impact will be on Autism Yukon. We hope that this process will help to identify gaps in services in the Yukon and to break down the silos that still exist in many Yukon services.

At Autism Yukon we will continue to provide all of our current programs and services, and be as responsive as we can to new requests. We look forward to having a continued presence at community events and to serving the Yukon population.



# Our Funders, and Key Partners and Collaborators



Thank you for your continued support and collaboration!



**FINANCIAL DOCUMENTS**  
**April 1<sup>st</sup>, 2024 to March 31<sup>st</sup>, 2025**



**Autism Yukon**  
**Balance Sheet As at Mar 31, 2025**

**ASSET**

**CURRENT ASSETS**

|                             |           |
|-----------------------------|-----------|
| Petty Cash                  | 600.00    |
| Savings                     | 28,781.00 |
| Bank of Montreal            | 79,026.83 |
| GST Receivable              | 2,506.14  |
| Prepaid Expenses & Deposits | 3,759.50  |

|                             |                   |
|-----------------------------|-------------------|
| <b>TOTAL CURRENT ASSETS</b> | <u>114,673.47</u> |
|-----------------------------|-------------------|

|                    |                          |
|--------------------|--------------------------|
| <b>TOTAL ASSET</b> | <u><u>114,673.47</u></u> |
|--------------------|--------------------------|

**LIABILITY**

**CURRENT LIABILITIES**

|                          |           |                 |
|--------------------------|-----------|-----------------|
| Accounts Payable         |           | 7,424.44        |
| Accrued Liabilities      |           | 16,511.74       |
| Vacation Payable         |           | 4,891.31        |
| CPP Payable              | 3,099.57  |                 |
| EI Payable               | 1,103.82  |                 |
| Income Tax Payable       | -1,277.02 |                 |
| Receiver General Payable |           | <u>2,926.37</u> |

|                                  |                  |
|----------------------------------|------------------|
| <b>TOTAL CURRENT LIABILITIES</b> | <u>31,753.86</u> |
|----------------------------------|------------------|

|                        |                  |
|------------------------|------------------|
| <b>TOTAL LIABILITY</b> | <u>31,753.86</u> |
|------------------------|------------------|

**EQUITY**

**CONTRIBUTED SURPLUS**

|                     |           |
|---------------------|-----------|
| Accumulated Surplus | 60,581.45 |
| Current Earnings    | 22,338.16 |

|                                   |                  |
|-----------------------------------|------------------|
| <b>TOTAL CONTRIBUTED SURPL...</b> | <u>82,919.61</u> |
|-----------------------------------|------------------|

|                     |                  |
|---------------------|------------------|
| <b>TOTAL EQUITY</b> | <u>82,919.61</u> |
|---------------------|------------------|

|                               |                          |
|-------------------------------|--------------------------|
| <b>LIABILITIES AND EQUITY</b> | <u><u>114,673.47</u></u> |
|-------------------------------|--------------------------|



**Autism Yukon**  
**Income Statement Apr 01, 2024 to Mar 31, 2025**

**REVENUE**

**REVENUE**

|                           |            |
|---------------------------|------------|
| YTG Funding               | 222,365.15 |
| AIDE Canada funding       | 89,443.00  |
| McGill University Funding | 5,542.75   |
| Other funding             | -3,333.63  |
| Interest Earned           | 716.24     |
| Membership Fees           | 506.40     |
| Fundraising               | 16,705.24  |
| Donations                 | 6,474.81   |
| Other income              | 179.00     |

|                      |                   |
|----------------------|-------------------|
| <b>TOTAL REVENUE</b> | <b>338,598.96</b> |
|----------------------|-------------------|

|                      |                   |
|----------------------|-------------------|
| <b>TOTAL REVENUE</b> | <b>338,598.96</b> |
|----------------------|-------------------|

**EXPENSE**

**EXPENSES**

|                                     |           |
|-------------------------------------|-----------|
| Advertising & Marketing             | 577.93    |
| Bank Charges & Interest             | 717.62    |
| Board of Directors                  | 632.60    |
| Insurance                           | 6,860.52  |
| Interest & Penalties Non Deducti... | 221.27    |
| Memberships/Licenses/Dues           | 170.00    |
| Office Expense                      | 188.27    |
| Maintenance                         | 1,668.45  |
| Professional Development            | 1,939.09  |
| Program Materials                   | 4,372.22  |
| Rent                                | 38,833.76 |
| Resource Library                    | 1,180.38  |
| Sub-Contractor                      | 46,660.23 |
| Supplies                            | 4,742.50  |
| Telephone/Fax/Internet              | 6,810.92  |
| IT                                  | 1,500.39  |
| Travel                              | 4,964.08  |
| Utilities                           | 6,983.77  |

|                   |            |
|-------------------|------------|
| Wages & Benefits  | 168,239.24 |
| Wellness Benefits | 6,111.62   |
| CPP Expense       | 8,706.76   |
| EI Expense        | 3,569.34   |
| WCB Expense       | 609.84     |

|                        |            |
|------------------------|------------|
| Total Wages & Benefits | 187,236.80 |
|------------------------|------------|

|                       |                   |
|-----------------------|-------------------|
| <b>TOTAL EXPENSES</b> | <b>316,260.80</b> |
|-----------------------|-------------------|

|                      |                   |
|----------------------|-------------------|
| <b>TOTAL EXPENSE</b> | <b>316,260.80</b> |
|----------------------|-------------------|

|                   |                  |
|-------------------|------------------|
| <b>NET INCOME</b> | <b>22,338.16</b> |
|-------------------|------------------|