

# ANNUAL REPORT 2020-2021

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# 1990s

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In 1995, a group of parents met at a provincial symposium on Fetal Alcohol Spectrum Disorder. They began meeting as a support group, but it soon became apparent that external support was necessary. There was an obvious absence of services and supports for individuals and families affected by FASD. And so, they secured government funding and incorporated the FASD Network of Saskatchewan.

# 2010s

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During the 2010/11 fiscal year, the Network addressed an unmet need for Saskatchewan residents by launching the Support Program and offering services specific for individuals and families with FASD. During the 10 years that followed, the Network's dedicated staff grew this program from a few clients to serving hundreds of people in need all across the province.

# 2000s

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At the beginning of the 2000s, the Network received charitable status and began working towards becoming recognized across the province as an official organization. Over the next decade, the organization's founders added many valuable services that are continued to this day, including the toll-free support line, post-secondary presentations, and the annual Parent Retreat event.

# 2020s

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Now, as the Network completes the first fiscal year of a new decade, the organization continues to work towards the mission created by its founders "to enhance the lives of individuals and families living with FASD." Through its now well-known training & support programs, the Network will continue serving the needs of Saskatchewan communities while looking for opportunities to grow.

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# BOARD MESSAGE

The global COVID-19 pandemic of this past year has presented extraordinary challenges worldwide, with vulnerable populations being the most deeply affected. People-focused organizations, like our Network, have borne this challenge and continued delivering valuable support and assistance to clients while managing the risks and adopting new innovations to ensure continued success.

At the FASD Network, our staff have done a tremendous job during a very difficult year. Providing personal supports and training in an environment where minimal contact and remote service delivery are necessary was an unthinkable concept a little over a year ago. Yet, the FASD Network's staff members have demonstrated their collective commitment to preserving relationships with our clients, ensuring that the Network can always be relied upon, especially in trying times.

We, the Board of Directors, are extremely proud of how much the Network has grown in recent years to become a model of excellence in reaching and supporting those in our communities who live with FASD. Even with the uncertainty of the pandemic's effects ahead, we have every confidence that the FASD Network will continue its record of achievement, due entirely to the selflessness and resilience of each staff member we are fortunate to count among our team.

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*“the FASD Network’s staff members have demonstrated their collective commitment to preserving relationships with our clients”*

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Thank you to all who continue to support the FASD Network on its mission, as important now as ever.

Sincerely,



Nolan Berg, Board Chair

# STAFF MESSAGE

It goes without saying that the 2020/21 fiscal year has been unlike any other in the 25 year history of the Network. The COVID-19 pandemic has created unprecedented disruptions to our every day operations but I look back on this past year with pride.

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*“As we continue to overcome the challenges created by the on-going global health crisis, we see indications of how future services may now be innovated”*

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Our staff demonstrated a continued resilience throughout this difficult year and dedicated themselves to ensuring the Network’s clients received the services they rely on. I am proud of the way the FASD Network team swiftly adapted our services to fit within the current norm of virtual operations.

As we continue to overcome the challenges created by the on-going global health crisis, we see indications of how future services may now be innovated. By necessity, the Network’s training program and signature events were modified to be offered virtually. As a result we were able to expand our reach to audiences in the most remote regions of the province and communities across the country. While adapting our support services to remote connections has presented many challenges we have found ways to continue our high-level of support for current and future clients. From these advancements, we get a glimpse of how our future operations will blend in-person and virtual services to reach more people than ever before with support and FASD education.

As we move forward into a new fiscal year we prepare for our new, post-pandemic reality. Whether that means a return to a semblance of normalcy or the continuation of remote working, we will continue doing our part to help our clients and community members.

Sincerely,



Andrea Kotlar-Livingston, Executive Director

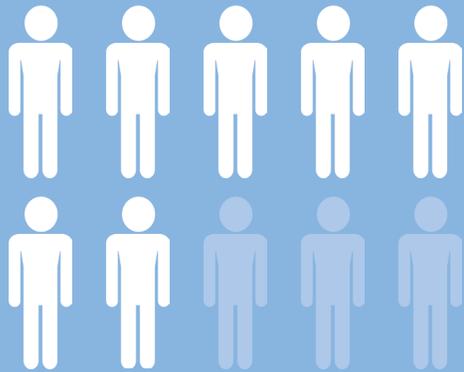
# SUPPORT PROGRAM

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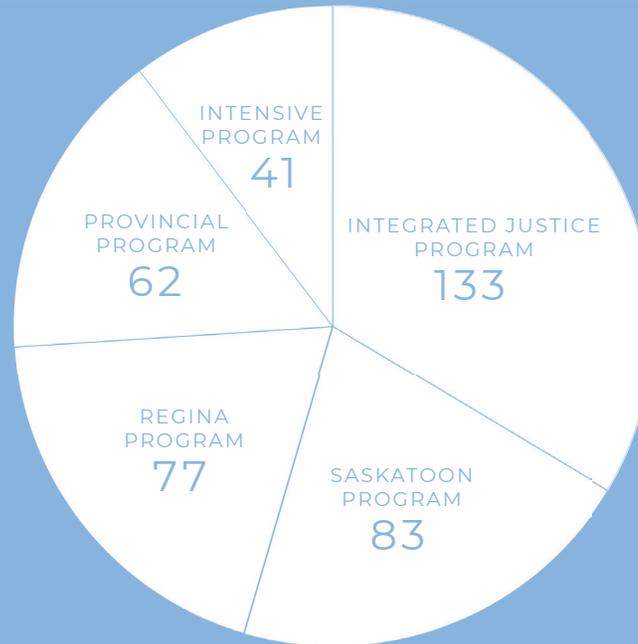
The Network's Support Program offers direct support for the daily challenges faced by individuals and families with FASD. The organization's support workers provide individualized support to meet the unique needs of each client. Now in its 10<sup>th</sup> year of service provision, the program has expanded to include general support services in both Saskatoon & Regina as well as specific services for individuals navigating the Saskatchewan justice system, intensive support for families who have involvement with child protection services, and provincial services for clients who live across the province.

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396  
CLIENTS



76%  
INDIVIDUALS  
WITH FASD



CASE FILES BY PROGRAM

1460 ZOOM MEETINGS  
ATTENDED

*"I now understand that FASD is common and people live with it every day"*

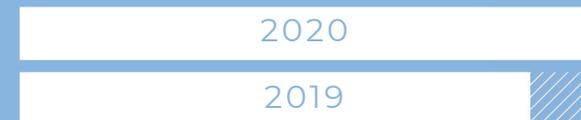
- NETWORK CLIENT

74 SUPPORT  
MEETING  
ATTENDEES



25 COMMUNITIES  
WITH CLIENTS

11%  
INCREASE  
IN CASE FILES



# SASKATOON PROGRAM

The Network's Support Program began as support services offered to clients located in Saskatoon. Through this program, the organization was able to begin providing specialized FASD services that gain positive outcomes for individuals and caregivers impacted by the disability.

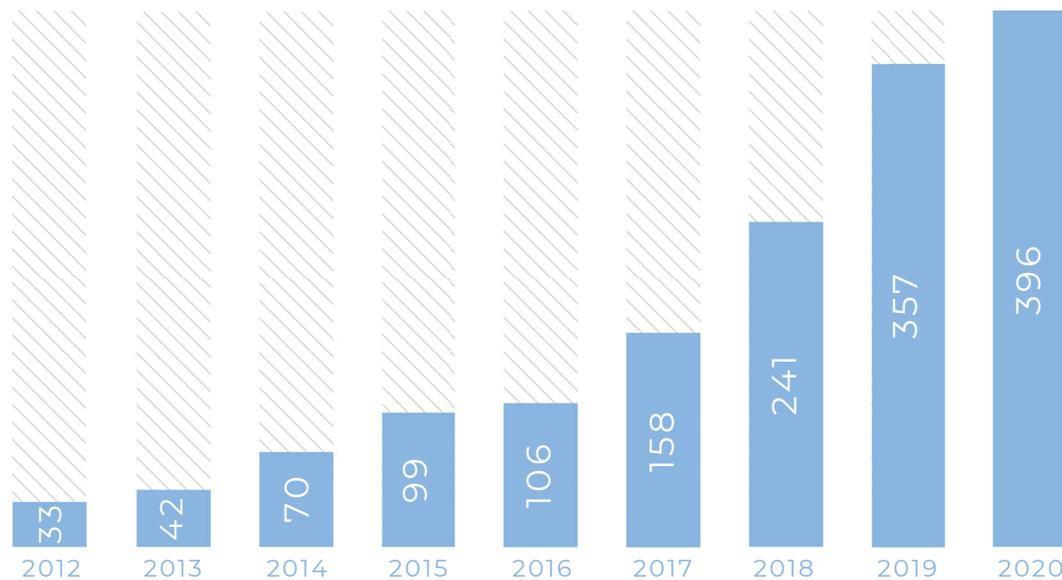
Since its launch in 2011, the Saskatoon Support Program has grown from 33 clients supported in the first year to 83 clients receiving services from two Saskatoon support workers during the 2020/21 fiscal year. Each year, the program continues to expand. Due to the hard-work of the support workers, the Saskatoon Program was able to provide active services to 43% of the referrals received this year. As the number of clients accessing services in Saskatoon continues to grow, the organization remains committed to providing services to anyone in need.

# REGINA PROGRAM

Establishing an additional office to serve Regina and the surrounding area has been a key step in the Network's plan for provincial expansion. Having a support worker located within the city has allowed the organization to offer the same level of direct support as the original Support Program in Saskatoon.

During its third year of operations, the Regina Support Program saw a 20% increase in case files with a total of 77 clients receiving support in 2020/21. This growth demonstrates the continued need for support services in the Regina region.

Along with providing support to as many clients as possible, the Regina office aims to create additional services within the community. Prior to the COVID-19 pandemic, the Regina Program was about to launch its own monthly Caregiver Meetings to provide increased support.



SUPPORT PROGRAM CLIENTS BY YEAR

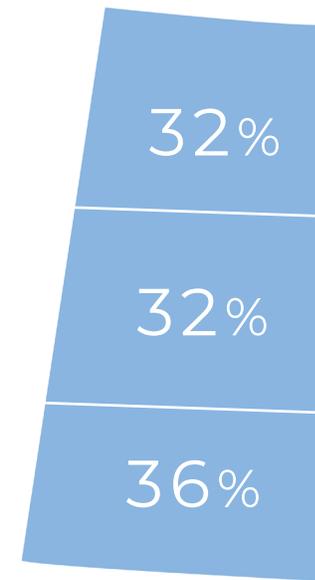
# PROVINCIAL SERVICES

The Network's Provincial Support Services were created to meet the needs of Saskatchewan residents from communities outside of Saskatoon and Regina. FASD affects the lives of individuals and families across the province, so the Network works to make certain that support services are available to anyone in need, regardless of their location.

Provincial Support Services include the same services as those offered at the organization's offices in Saskatoon and Regina. In the past, the provincial support worker has combined travelling to communities with the use of video meetings to offer direct support from a distance. As a result, this program easily adapted to the new operational methods made necessary by the public health restrictions enforced during the 2020/21 fiscal year. Although the provincial support worker was limited in their ability to travel this year, they were able to offer remote support to 62 clients from 25 Saskatchewan communities.

By examining the growth of the Provincial Support Services it is evident that knowledge of the Network's services continues to spread across the province. Since the launch of these services in 2017 there has been a 7% growth in the number of clients receiving support. In this fiscal year, the organization reach clients from 2 new communities.

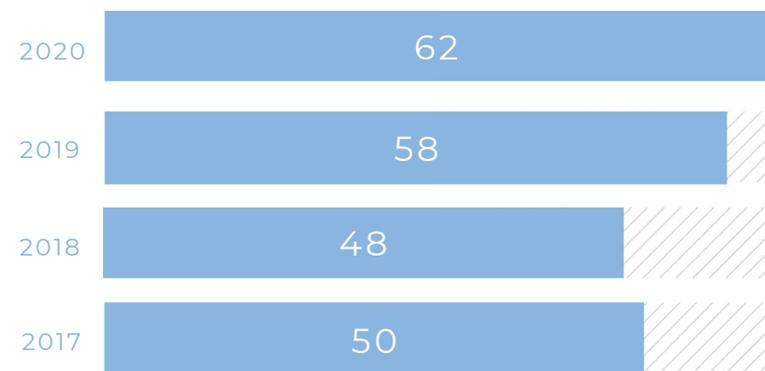
The growth of this program indicates not only growing knowledge of the Network but also that FASD services are needed in every region of the province. An analysis of the communities with provincial clients shows that 32% reside in northern communities, 32% in the central region, and 36% in the southern portion of the province. The Network will continue offering support services to as many Saskatchewan communities as possible.



PERCENTAGE OF CLIENTS PER REGION

2

NEW COMMUNITIES REACHED IN 2020/21

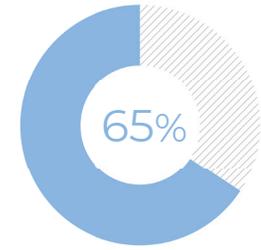
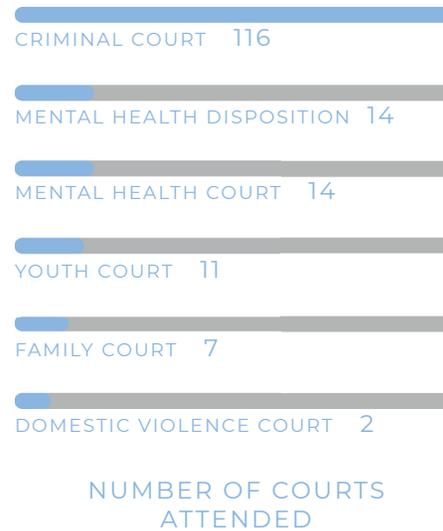


CLIENTS PER YEAR

# JUSTICE SERVICES

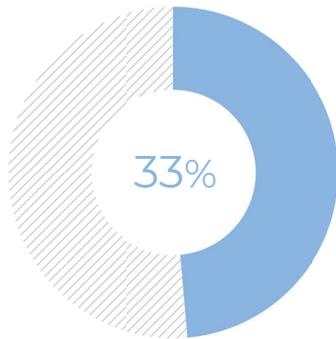
2020/21 marked the second year of operations for the Integrated Justice Program, a program created in partnership with Dr. Michelle Stewart with the goal of providing support for individuals with FASD as they navigate the provincial justice system. This year, the program was able to provide services to 133 clients. These services included support during the court process, as well as support during incarceration, the development of release plans and Gladue reports, and advocacy for the unique needs of each client.

With clients accessing the program in both Saskatoon and Regina, there continues to be a demonstrated need for support for individuals with FASD who have involvement with the Saskatchewan justice system.

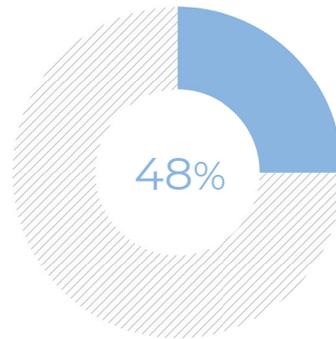


REFERRALS MOVED TO ACTIVE FILES

133 INDIVIDUALS SUPPORTED



KIDS KEPT IN FAMILY HOME



FAMILIES REUNITED

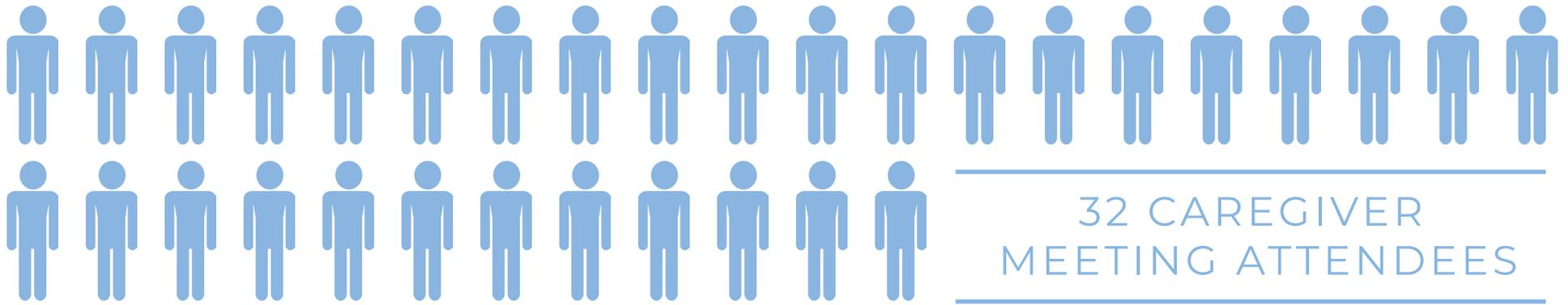
1259 HOURS 45 MINS OF INTENSIVE SERVICES PROVIDED

# INTENSIVE SERVICES

Another specialized services offered by the Network is ongoing support for families affected by FASD as they interact with the child welfare/protection systems. The Network's Intensive Support Services aims to provide support for the challenges caused by FASD in order for families to thrive together.

In 2020/21, there were 41 clients receiving Intensive Support Services. At the conclusion of the year, it was estimated that 35 kids were kept in their family homes and 7 families were reunited thanks to the efforts of the program.

The Network looks forward to continuing its partnership with the Ministry of Social Services in working towards positive outcomes for families impacted by FASD.



## SUPPORT MEETINGS

The Network offers a variety of monthly support meetings for both caregivers and individuals with FASD. Support meetings provide a safe, caring, and inclusive space for people to connect with and learn from each other. Due to the COVID-19 pandemic, support meetings scheduled during the 2020/21 fiscal year were temporarily halted as the organization worked to determine the best way to offer meetings using virtual software. When meetings were able to resume, the Network continued hosting three meetings per month using an online meeting platform. The Network staff attempted to ensure that the organization's clients had access to the technology needed to join meetings and provided technical support throughout the year.

The Caregiver Meetings are hosted for caregivers, parents, and family members of individuals with FASD so they can connect with each other for advice and support. The Network works to ensure that the meetings provide a safe, compassionate space for open discussion. Throughout the year, the Network had 32 participants attend the Caregiver Meetings.

Peer Support Meetings are also held each month. These meetings allow individuals with FASD to learn more about their disability and meet others who share their life experiences. Each meeting focuses on helping the participants express themselves. While being held online this year, the meetings had 36 individuals participate.

The newest support meeting offered by the Network, is the FASDiversity meeting for youth with FASD who identify as queer, questioning or allies. This group focuses on discussing topics such as sexual safety, gender, relationships, etc. With 6 attendees this year the Network is continuing to work on growing the reach of these beneficial meetings.

# TRAINING PROGRAM

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The Network believes that providing FASD education to professionals, family members, and general community members will help enhance the lives of individuals with FASD. Since 2005, the Network has developed 4 distinct training modules that provide in-depth knowledge of FASD and proven strategies for support to diverse groups of attendees. Each session is delivered by trained professionals who have personal experience with the disability. During the 2020/21 fiscal year, the Network was able to use virtual presentation software to deliver the organization's training sessions to people all across Canada.

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*"I absolutely loved this training, I left feeling more knowledgeable and like I have a better understanding of FASD"*

- TRAINING ATTENDEE

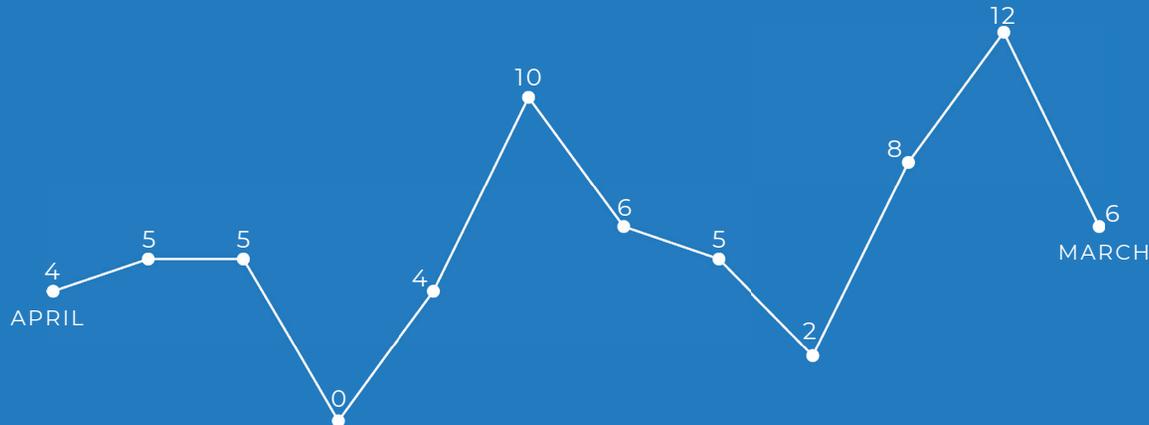
93% OF ATTENDEES  
WOULD RECOMMEND THE  
NETWORK'S TRAINING

67  
PRESENTATIONS

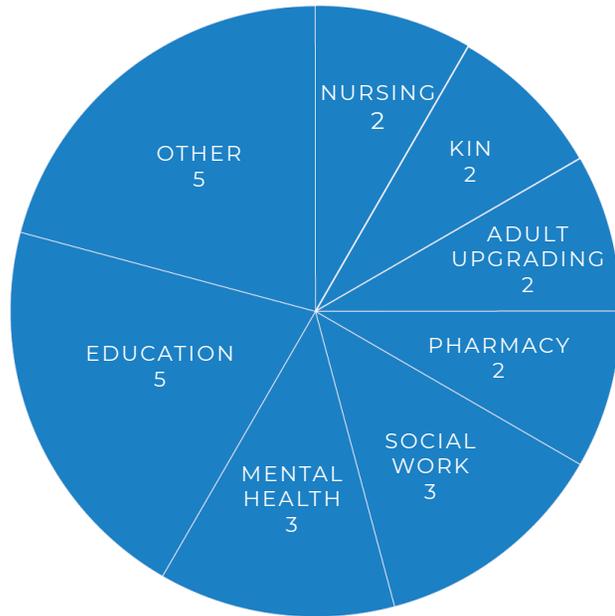
100%  
DELIVERED  
VIRTUALLY

1754 PEOPLE  
TRAINED

PRESENTATIONS  
DELIVERED



PRESENTATIONS PER MONTH OF 2020/21



AREAS OF STUDY OF STUDENTS

GOVERNMENT ORGANIZATIONS  
2

EDUCATIONAL INSTITUTES  
2

COMMUNITY-BASED ORGANIZATIONS  
4

TYPES OF BOOKING ORGANIZATIONS

## POST-SECONDARY PRESENTATIONS

The Network's Training Program was launched with the creation of the Post-Secondary Presentations Project. 15 years ago, the project identified the need for increased FASD education among Saskatchewan post-secondary students. To address this need, the Network began travelling to post-secondary institutes across the province to deliver presentations on FASD to classrooms from a variety of areas of study.

This year, the project included 23 presentations delivered virtually to 602 post-secondary students. Each of these presentations discussed the potential harms of consuming alcohol while pregnant as well as the need for support for individuals impacted by FASD.

## COMMUNITY PRESENTATIONS

To reach members of the general community, the Network began delivering introductory presentations on FASD to other non-profit agencies and community organizations. These presentations provide basic information on FASD while encouraging positive discussions about the disability.

The Community Presentations were able to be delivered using virtual presentation software throughout the fiscal year, allowing the Network to reach 339 attendees from approximately 7 different Saskatchewan communities. By ensuring these presentations remain accessible to everyone, the Network has been able to increase awareness of FASD and work towards lowering the prevalence of the disability through education.

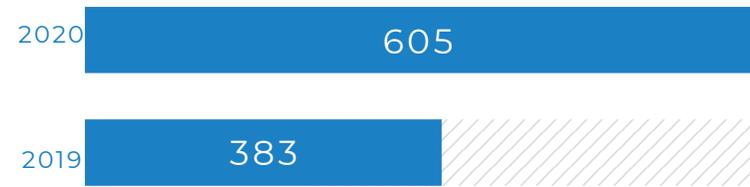
# FRONTLINE

The Network's FASD Frontline Training continues to be the organization's most popular training module. The training was developed in 2015 to provide an in-depth overview of FASD and increase the capacity of professionals to support individuals with FASD. The training aims to aid workers in gaining knowledge that will allow them to understand the needs of individuals and provide services that met those unique needs.

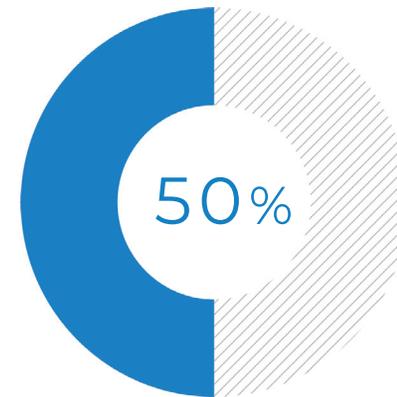
The Frontline Training sessions were one of the first services the Network adapted to be offered virtually. The reception to the online training sessions was immediately positive with approximately 50% of the virtual training sessions selling out.

Moving to virtual training allowed the Network to offer sessions that were presented in partnership with Myles Himmelreich who resides outside of the province. Having Myles co-present allowed attendees to learn from his personal experiences and consult with an actual individual with FASD. Offering online presentations also allowed the Network to train more professionals than ever before with a total of 605 attendees joining a training session during the 2020/21 fiscal year. This was a 58% increase in attendance from last year.

By offering surveys at the completion of each session, the Network was able to ensure that participants were still finding valuable in the online training. The survey respondents indicated that 87% felt the training had strengthened their knowledge of FASD and 93% would recommend the virtual training to others. With the success of the virtual Frontline Training sessions the Network is excited to continue exploring options for offering online training in the future.



57% INCREASE IN ATTENDANCE



FRONTLINES  
SOLD-OUT

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*“The training session was extremely valuable. I really appreciated how the presenters respectfully challenged societal assumptions related to FASD.”*

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# FOSTER PARENT TRAINING

In partnership with the Ministry of Social Services and the Saskatchewan Foster Families Association, the Network delivers training sessions to Saskatchewan foster parents. The first step to supporting these families as they care for children with FASD is ensuring that they are educated on the complexities of the disability. The families who attend a training session benefit from information on the disability as well as strategies for support.

13 sessions were delivered to 208 parents this year. To provide added-value, the Network arranged for each training session to be delivered by experts who have been trained on the information but who also have years of personal experience in caring for individuals with FASD. Attendees of the Foster Parent training are able to ask advice and gain insights from the first-hand experience of the caregivers delivering the presentations.

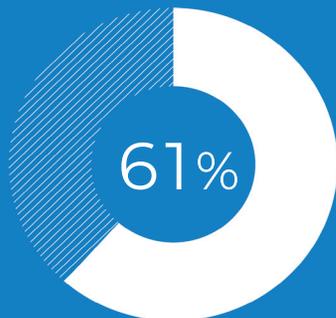
# CUSTOM PRESENTATIONS

Along with the Network's official training modules, the organization also receives requests for custom presentations. This year, the Network received requests for 4 custom presentations which included a keynote presentation during a virtual conference hosted by the University of Saskatchewan for pre-med post-secondary students. The organization also participated in a webinar put on by the CanFASD Research Network and the Saskatchewan Prevention Institute. As well as speaking at virtual events, the Network received a request to develop a custom training session specifically for group home workers who support youth with FASD focusing on tips and strategies that would benefit their specific experiences. At the end of the fiscal year, the Network's Training Manager spoke about FASD on a popular national podcast dedicated to discussing the disability.

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205 FOSTER/ADOPTIVE PARENTS  
TRAINED ON FASD

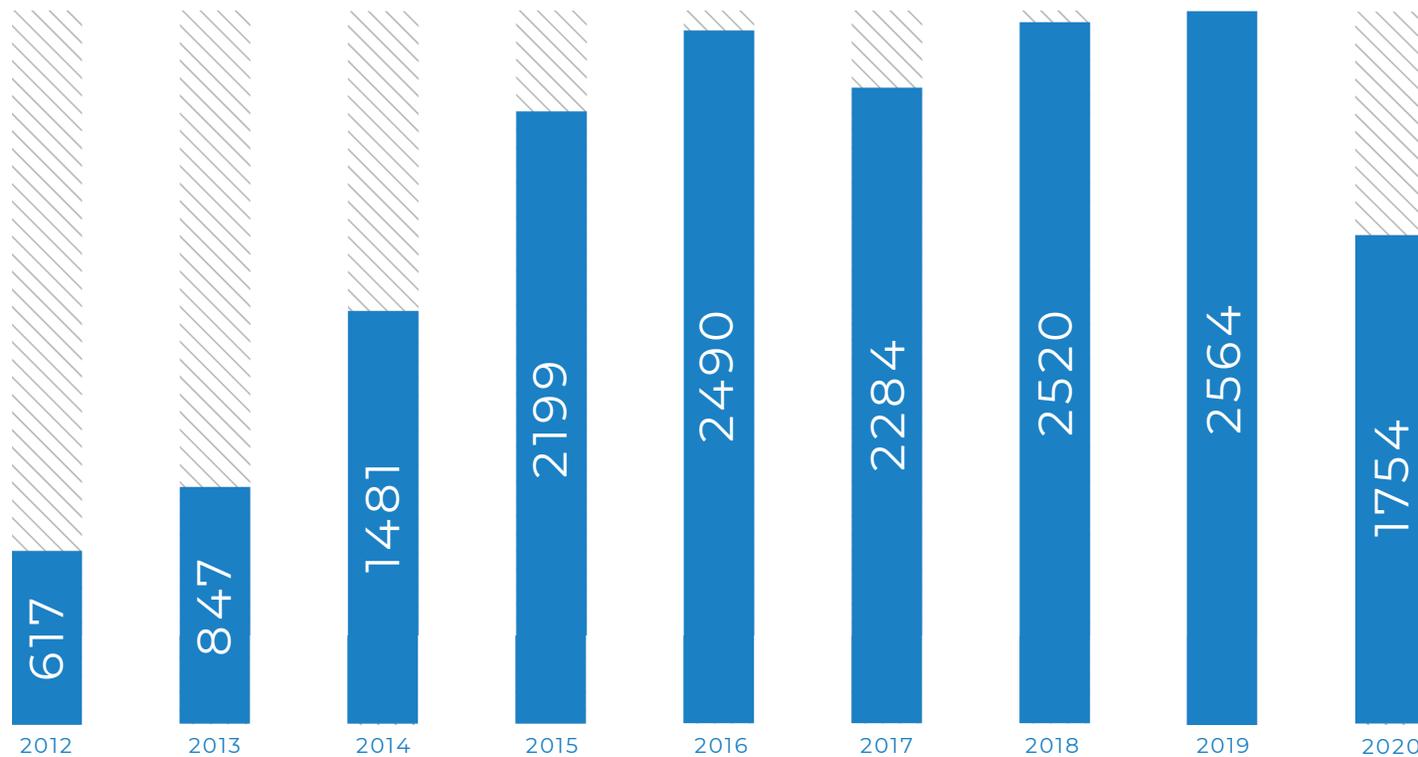
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TRAININGS BOOKED BY THE SASKATCHEWAN  
FOSTER FAMILIES ASSOCIATION

## CUSTOM PRESENTATIONS:

- We Are All ABLE Conference
- Assessment of Preschoolers with Prenatal Alcohol Exposure
- Ministry of Social Services Group Home Training
- The FASD Success Show



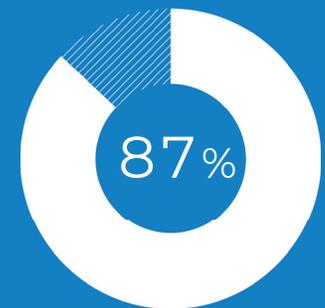
TRAINING ATTENDANCE BY YEAR

## TRAINING FEEDBACK

*“I have already recommended this training to a colleague and appreciated the personal connection you had to the subject matter.”*

*“I enjoyed this training. I found it informative and enjoyed the trainers. The best training I’ve attended in a long time.”*

*“This was my first time attending training on FASD with trainers sharing their personal experiences with FASD. Thank you for sharing your perspectives with us.”*



OF ATTENDEES  
FELT THEIR FASD  
KNOWLEDGE WAS  
STRENGTHENED

# NETWORK EVENTS

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Each year, the Network hosts a variety of events with the goal of increasing awareness of FASD among community members and providing opportunities for individuals and families with FASD to connect with others. This fiscal year, the organization was able to adapt 4 of its annual events into virtual gatherings. By necessity, the events held this year differed from those hosted in the past but the Network was still able to provide occasions to increase FASD education in Saskatchewan with event attendees joining from across the province.

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4  
VIRTUAL  
EVENTS

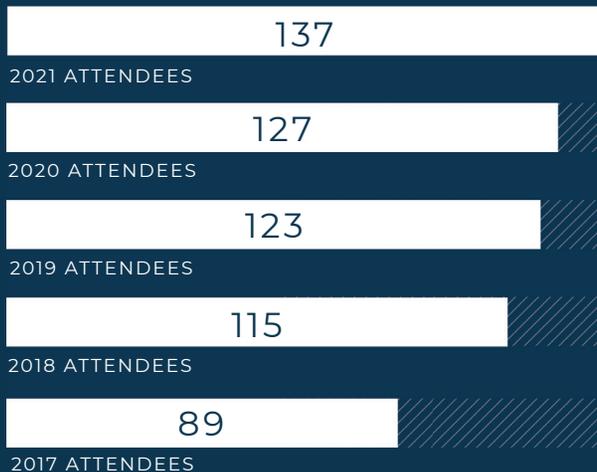
408  
EVENT  
ATTENDEES

*“The virtual nature of the conference didn't matter at all because all of the content was excellent and helpful”*

95.7%  
OF ATTENDEES  
FOUND THE  
CONFERENCE  
BENEFICIAL



2020/21 EVENT  
ATTENDANCE



10% ANNUAL INCREASE  
IN CONFERENCE  
ATTENDANCE

## AWARENESS DAY

September 9<sup>th</sup> is recognized around the world as FASD Awareness Day. International communities hold events and announcements to increase the public's knowledge and understanding of this often overlooked disability.

This year, the Network celebrated FASD Awareness Day by offering a virtual FASD Frontline training session free of charge. The day-long training was presented by the Network's Training Manager and Myles Himmelreich, a motivational speaker and individual with FASD. Registration was full within days of announcing the free event with 76 people logging in to attend the training. The two presenters used their personal experiences with FASD to provide invaluable insight into the impacts of this complex disability.

## LUNCH N' LEARN

For the past two years, the Network has held Lunch n' Learn events at local venues in communities across the province. The events were introduced as a way to increase the reach of the organization's community presentations project. In previous years, the Network was able to travel to communities to deliver an educational presentation on FASD with a free lunch.

It was determined that virtual Lunch n' Learn events could still be an effective way of increasing FASD awareness in Saskatchewan communities. Two online events were held at the end of the fiscal year. In total, there were 110 community members who joined this year's events to learn about FASD. The attendees shared very positive feedback after the virtual events.

## FASD FOR STUDENTS

The Network's educational event for post-secondary students was also able to be adapted into a virtual event for the 2020/21 fiscal year. In past years, this event has been held in urban communities with post-secondary institutes.

This year's event had 85 students join the presentations. By offering a virtual event, the Network was able to reach students from more communities than previous events with students from 25 different post-secondary institutes participating. The Network believes that providing FASD education to students helps prepare them for their future careers working with individuals and families who are impacted by the disability.

# FASD SESSIONS

In 2020/21, the Network held the 5<sup>th</sup> annual FASD Sessions conference. This year marked the first conference to be held entirely through virtual presentation software.

For this event, the organization chose a broad theme of “FASD and Quality of Life” with speakers discussing the topic from the perspective of caregivers and individuals with FASD as well as professionals working in relevant fields.

The two-day event included a day solely dedicated to individuals with FASD. Professionals and community members were invited to join the event on the second day, with day 1 including a panel discussion by individuals with FASD for individuals with FASD. The feedback received from the clients and other individuals who joined the event was very positive.

Day 2 consisted of presenters from across Canada, including Myles Himmelreich, a internationally recognized speaker who shares his personal experiences of life with FASD. Attendees also benefited from a panel consisting entirely of caregivers discussing the need to support individuals and their families.

In total, this year’s conference had 137 attendees. The feedback received after the event indicated that the first virtual conference was a success. 95% of respondents found the information to be beneficial.

By offering a virtual event, the Network was able to reach new attendees with 75% of the conference participants attending a Network event for the first time.

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# 137

## CONFERENCE ATTENDEES

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ATTENDEES FROM 97 COMMUNITIES



75% ATTENDED A NETWORK EVENT FOR THE FIRST TIME

# AWARENESS & MARKETING

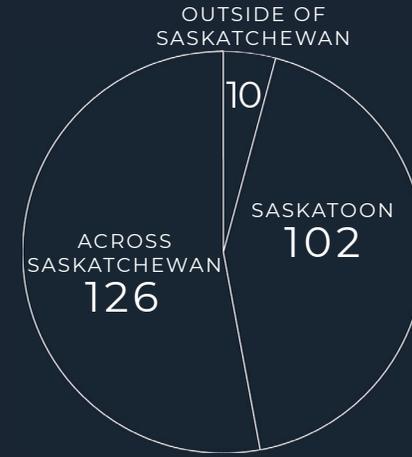
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Throughout the year, the Network used a combination of online communications and traditional mass media to disseminate positive, accurate messages about FASD. The organization's social media accounts, website, toll-free line, and published resources all aim to ensure that Saskatchewan communities have access to information about the disability. The organization's marketing efforts focus on increasing awareness of FASD among the general public and providing information on the potential harms of prenatal exposure to alcohol.

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FACEBOOK FOLLOWER GROWTH



LOCATION OF TOLL-FREE CALLERS



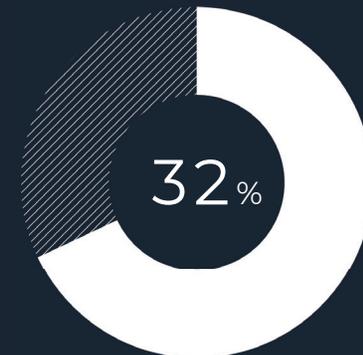
2849 RESOURCES  
DISTRIBUTED



2420 RESOURCES  
DOWNLOADED

12,686 WEBSITE  
VIEWS

4  
SOCIAL MEDIA  
ACCOUNTS



32%  
OF TOLL-FREE  
CALLS WERE  
NEW CALLERS

MOST POPULAR FACEBOOK POST

85  
LIKES

256  
SHARES

32,700  
PEOPLE REACHED

7355  
FACEBOOK  
FOLLOWERS

1042  
TWITTER  
FOLLOWERS

89  
PINTEREST  
FOLLOWERS

145  
LINKEDIN  
FOLLOWERS

## SOCIAL MEDIA

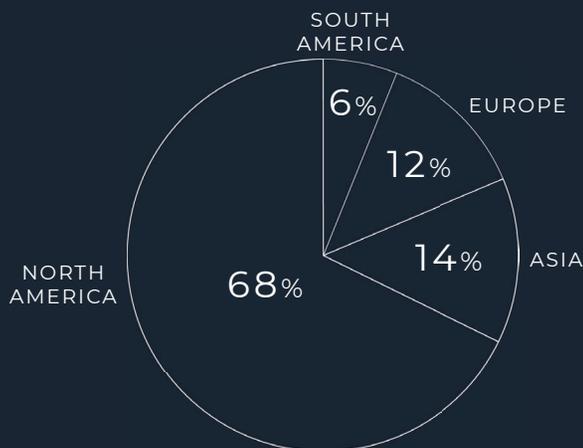
The organization's social media following continues to grow, with global audiences sharing information about FASD and the Network's services. At the time of this report, the Network is active on 4 social media channels with Facebook being the primary platform used to promote FASD awareness. Since the previous fiscal year, the organization achieved a 20% growth in its followers, reaching an audience of 7355 by the end of the fourth quarter. Along with goals for growing the number of followers, the organization worked to ensure that the information being shared online remains accurate, up-to-date, and positive.

The Network also uses social media to provide a safe-space for caregivers to connect with each other. The organization manages an online group for caregivers and family members to seek advice and support. This year, the group grew to 293 members.

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74%  
WERE FIRST TIME USERS

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WEBSITE VIEW LOCATIONS

## WEBSITE

The Network maintains a website to ensure people have access to accurate information about FASD and to explain the services provided by the organization. The content is regularly reviewed to ensure it remains a valuable resource for community members.

Throughout the year, the Network's website had 12,686 page views with 34% of viewers visiting from international communities outside of Canada. The most viewed page of the website during the 2020/21 fiscal year was the home page, followed closely by the "Learn About FASD" page which provides content explaining the complex disability. 58% of viewers found the Network's website through an organic online search, meaning they were specifically searching for the site. This indicates a growing knowledge of the FASD Network among the general public in Saskatchewan and an increasing global audience.

# RESOURCES

The creation of educational resources is one of the ways the Network works towards its mandate “to provide information, awareness, and education about FASD.” The organization’s staff works to annually update the content of each resource, ensuring the public has access to accurate, current information about FASD.

Due to the regulations regarding events and gatherings, the Network was unable to distribute as many resources as past years. In 2020/21, there were 2849 printed copies of the resources provided, with requests coming from organizations across the country. In addition to the printed materials, 2420 digital copies of the Network’s resources were downloaded from the organization’s website. The “FASD Awareness Guide” remains the most popular resource for both printed copies and digital downloads.

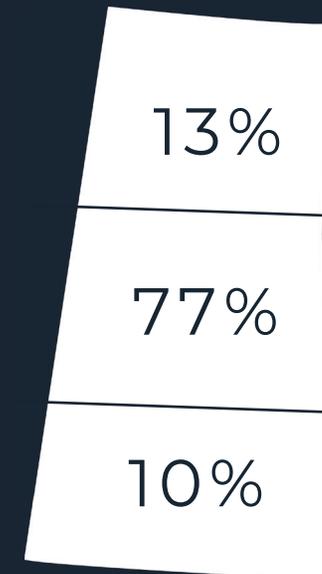
# TOLL-FREE LINE

For 19 years, the Network has operated a toll-free telephone line. It has been a valuable resource for caregivers, professionals, and individuals with FASD who are looking for support or information about FASD. This year, the toll-free line received approximately 234 calls. 32% of these callers were contacting the Network for the first time. The majority of the calls received were in search of support, with 188 callers looking to receive services for themselves or another individual.

To monitor the impact of the phone-line, the Network records each incoming call for data analysis. It was recorded that 4% of the calls came from outside of the province, with the remaining calls coming mostly from the central regions of Saskatchewan, primarily within Saskatoon.



## RESOURCES DISTRIBUTED



## LOCATION OF TOLL-FREE CALLS

# COMMUNITIES REACHED

Each year, the Network tries to reach as many communities as possible. In the past, the organization has relied on the Provincial Trainer Program to deliver training sessions across the province and the Provincial Support Program to work with clients from any Saskatchewan community. However, the COVID-19 pandemic resulted in restrictions on travel and public gatherings so as a result of these restrictions, the organization was only able to travel to 7 communities this fiscal year.

With a shift to virtual operations, the Network was able to offer events and training sessions to attendees from any community, allowing the organization to reach more locations than ever before.

By the conclusion of the fiscal year, there had been clients, event attendees or training participants joining the Network from 40 Saskatchewan communities.

Along with an increased reach within the province, the Network saw an expansion of its national audience. FASD education was provided to people spread out across a total of 123 communities in over 9 provinces.

FASD affects every community in Saskatchewan and so the Network will continue searching for innovative ways to reach each region of the province.





# FINANCIALS

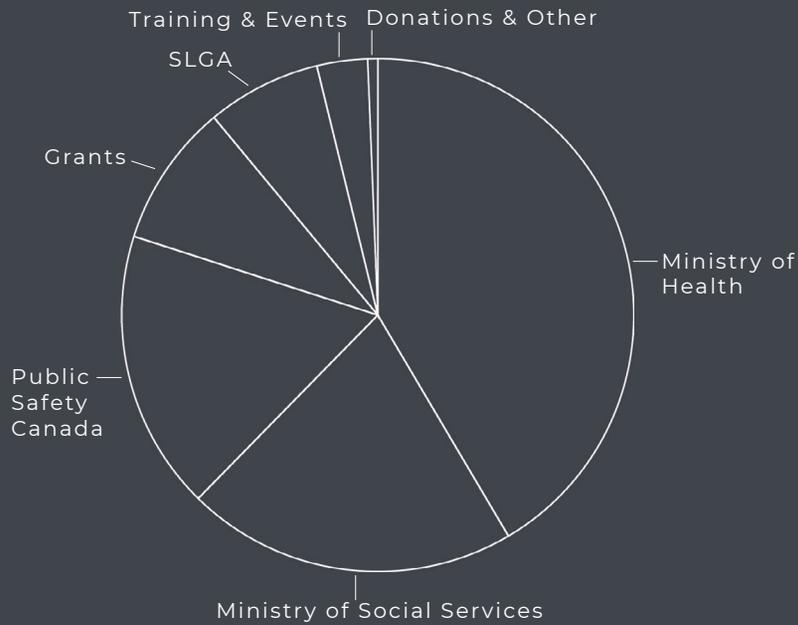
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The FASD Network would like to thank our 2020/21 funders

The Saskatchewan Ministry of Health	Community Initiatives Fund
The Saskatchewan Ministry of Social Services	The Saskatoon Collaborative Funding Partnership
Public Safety Canada	CMA Foundation
The Saskatchewan Liquor and Gaming Authority	United Way of Saskatoon & Area
The Saskatchewan Ministry of Justice	United Way of Regina

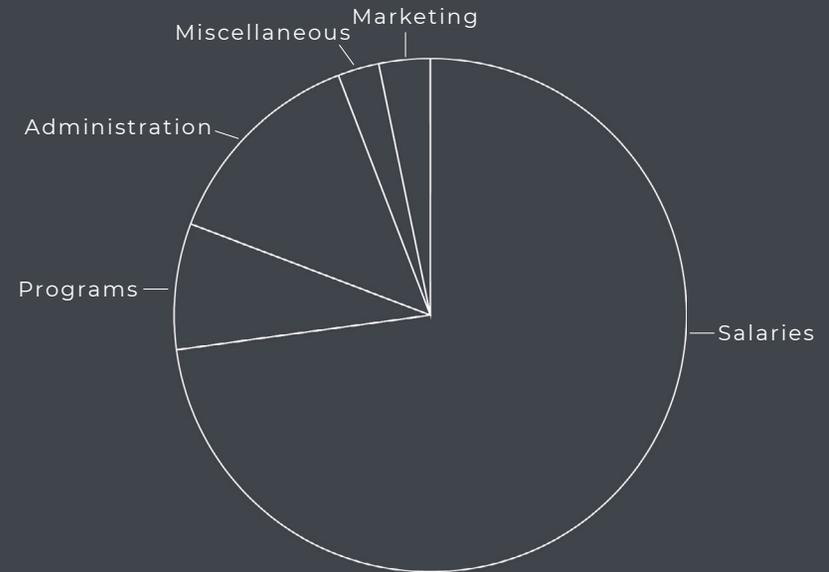
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# INCOME



Ministry of Health	41%
Ministry of Social Services	21%
Public Safety Canada	17%
Grants	9%
Saskatchewan Liquor and Gaming Authority	7%
Training & Event Revenue	4%
Donations & Other Income	1%

# EXPENSES



Salaries	73%
Administration	13%
Programs	8%
Miscellaneous	3%
Marketing	3%

# BOARD & STAFF

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The FASD Network would like to sincerely thank the organization's partners, board, and staff for their dedication and commitment to the Network's mission of enhancing the lives of individuals and families living with FASD. The work done during the 2020/21 fiscal year was truly commendable. The organization would also like to express gratitude to all the supporters and stakeholders who helped make the FASD Network's 25<sup>th</sup> year of operations successful.

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Nolan Berg, Board Chair      Tara Anderson, Director  
Bobbi Spicer, Vice-chair      Lee Shepherd, Director  
Keith DaSilva, Treasurer      Roxanne Philibert, Director  
    Ali Snider, Secretary      Oluwabunmi Iyalla, Director  
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    Alexis Paul, Support Worker      Prescott Demas, Peer Navigator  
    Laura Anspach, Support Worker      Niall Schofield, Peer Navigator  
Jessica Fahlman, Support Worker      Amy-Jo Setka, Administrative Assistant  
    Monica Johnson, Bookkeeper

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