

DONALD BERMAN YALDEI DEVELOPMENTAL CENTER annual report

Year ending
June 30, 2018



Welcome Letter

From the Founder & Chief Executive Officer



The past year has been one of hard work and sacrifices, but also of great achievements for Yaldei. We are now completing phase II of the ambitious renovation project of Yaldei's ever improving facility. What my wife and I started over 20

years ago as a modest developmental center in a bungalow for only three children with special needs has taken on proportions of great magnitude.

Our state-of-the-art center now welcomes an increasing number of children and their families. Today we are considered a leading center for early diagnosis and intervention of autism, as well as over 35 other cognitive and physical disabilities. In addition to diagnosis, our integrative approach allows us to provide immediate treatment, diversified therapies and assistance to children and their families who struggle to find a place in the public health and educational systems. Despite this exponential growth, Yaldei's essence remains intact. We remain committed to help transform the lives of the families,

facilitating the process of discovering and revealing the greatest untapped potential of each child.

The moving testimonies and fascinating success stories of children who have been with us at Yaldei are countless. Many children that were not expected to ever talk or walk, are now walking and talking. Small miracles happen every day in Yaldei. For instance, one of our children has, against all odds, graduated from the prestigious high school St. George's of Montreal, thanks to the amazing development she had in Yaldei.

Certainly, such an extraordinary journey could not be carried out alone. Yaldei would not be what it is today without the invaluable support, tireless efforts and continuous work of all the qualified individuals that make up the Yaldei team, including our committed staff, dedicated Board Members, and generous donors. Thanks to all of you, Yaldei continues to give hope to those who need it the most — and for that, I could not be more grateful.

Today we are considered a leading center for early diagnosis and intervention of autism, as well as over 35 other cognitive and physical disabilities.

A handwritten signature in black ink, appearing to read 'M. Leifer'.

MENACHEM LEIFER
Founder & Chief Executive Officer

Welcome Letter

From the Director of School and Rehabilitation Services



Community, compassion, excellence in services and collaboration. These are a few words that come to mind when I think of our developmental center and school as a beacon of services for our children, parents, and community at large. It has

been rewarding and heartwarming to work alongside our very dedicated and committed staff who always looks to optimize every child's potential.

Our school has grown by 24 percent with new students coming from all over Montreal and surrounding areas. In addition to our existing teachers and educators, we currently have supplementary resources on the floor to assist with our specialized education curriculums. This year, we implemented a professional consultation model that coaches staff in the classroom with the purpose of providing a generalized use of speech, occupational and behavioral and physical therapy strategies throughout the day for our students. We added a science lab, technology equipment and increased our curriculum portfolio.

The developmental center is continuously expanding programming for children in the area of social skills, behavioral interventions with home, school, and center based therapies. With the support of the Morris and Rosalind Goodman Family Foundation we have enriched our strategic professional development plan that allows us to train our staff in diverse therapies and increase our high quality of service delivery. Our value system of supporting staff has become a mandate of 'Yaldei being the best place to work'.

We continue to specialize in early intervention with our toddler group, professional therapies and ABA programs which are offered in the center, home, daycare and schools. Our clinical best practices and our transdisciplinary model of professionals along with parent collaboration create a holistic child centered, family focused approach that we are very proud of and has been successful in practice.

We are looking forward to the opening of our state of the art new and improved developmental center and being able to service an increased amount of children and parents.

With appreciation,

A handwritten signature in dark ink, appearing to read 'Risa Plotnick'.

RISA PLOTNICK

Director of School & Rehabilitation Services



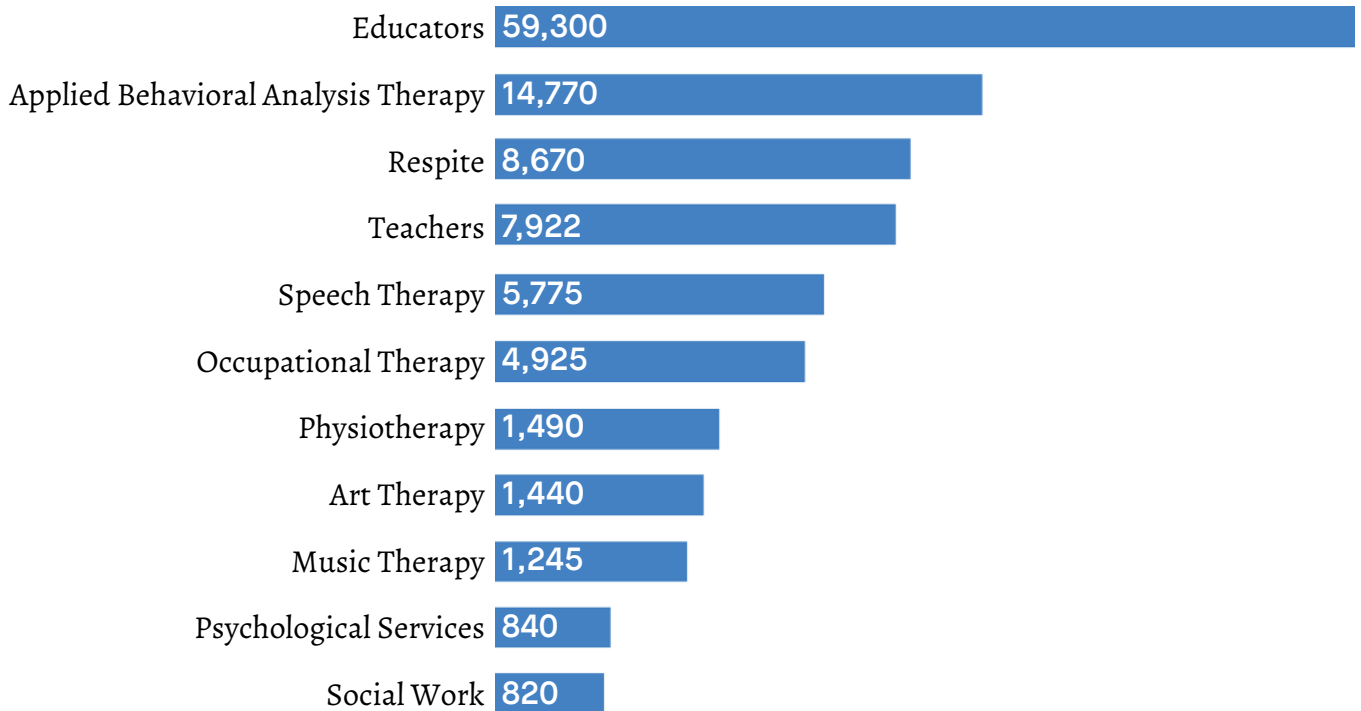
2017-2018 in numbers

SOME OF THE DISABILITIES WE TREAT:

Global Developmental Delay
Down syndrome
Pervasive Developmental Delay (PDD)
Autism Spectrum Disorder
Genetic and Hereditary Disorders
ADD/ADHD
Learning Disabilities

Physical Disability
Social Communication Disorders
Neurological Impairment
Speech/Language Disorders
Oral-Motor Difficulties
Behavioral Challenges
Anxiety and Stress Disorders

HOURS OF SERVICES DELIVERED



DISTRIBUTION OF CHILDREN ACROSS PROGRAMS AND SERVICES

276
children
served



- 47% Therapy
- 24% School
- 19% Early intervention
- 7% Respite and camp
- 3% School integration

École Yaldei

Yaldei's transformation mirrors our children's journeys

2017 marked the beginning of Phase II: an ambitious project to transform and remodel our new home. This project aligns with Yaldei's position as Montreal's leading private non-profit center for diagnosis and intervention with children that have physical and cognitive disabilities from all over Montreal. During this year, we move forward with most of the preparatory and structural work. In Phase II, expected to end by July 2019, will be completed a state-of-the-art Developmental Center including rooms dedicated to the following activities: ABA therapy; physio, occupational and speech therapy; massage therapy; snoezelen and immersive therapy with high-tech simulative equipment; creative therapies; group therapy; evaluation and diagnostic in clinic. In addition, we will build the CIBC kids' play zone, a large gross motor gym, as well as a separate area for toddler groups.

In addition to space renovations, Phase II includes furnishing and equipping the space with cutting edge design and technology. Thanks to the generous HSBC, we have been able to provide 25 iPads for classes, two SMART boards and a SMART interactive table. The equipment provided also includes a sensory cart, four additional laptops, and a fully equipped science lab. Finally, we also updated our infirmary with special needs changing tables, and a special lift to help children with disabilities with hygiene needs.

Yaldei continuously evolves, growing rapidly and transforming to help more children in the best possible way. From a modest clinic established in 1997 that helped three children with disabilities, we now assist over 276 multicultural children who come from all over Montreal to receive schooling or therapy services.

The results are tangible in the lives of the people who need us the most; small miracles happen every day at Yaldei, and it is important to hear their stories and testimonies.

The Johnson family

When Akiva and Shirah Johnson contacted Yaldei six years ago, they were hopeful that Yaldei's Early Intervention Program could provide them with the therapies and support they desperately needed for their third child, Zachy, born with an unknown genetic anomaly. The therapies provided by the public system were infrequent, placing much of the therapy burden on the parents. At six months of age, Zachy could not sit up or crawl. His vision was impaired and he did not interact socially with his parents or siblings. Discouraged by Zachy's lack of progress, Akiva and Shirah had made the decision to explore alternative options. They arrived at their first meeting with Yaldei completely unexpected the warmth, enthusiasm, and hope the employees exuded. Shirah remembers the balloons on the door, welcoming Zachy to his first day of school.

Beyond the positive atmosphere, Akiva and Shirah quickly witnessed remarkable improvements in Zachy's skill set. Zachy learned to sit, roll over, and crawl within his first year at Yaldei. When Zachy's physiotherapist informed Akiva and Shirah that Zachy, still hypotonic and only able to crawl, would certainly walk within the year, the prediction seemed wildly optimistic. Shirah recalls asking the therapist, "how do you know that?" The therapist's reply "that is between Zachy and me," is indicative of the confidence, love, and investment Yaldei staff have consistently exemplified since their son's first day at the Yaldei Centre.

Indeed, Zachy learned to walk that spring, and then to speak, run, and play. His parents sometimes joke that Yaldei alone is responsible for the climbing, mess-making, chatty and very friendly child they struggle to keep up with today. Akiva and Shirah know that Yaldei's early and consistent interventions transformed both Zachy's life and the inner workings of their entire family. "Having a child with special needs is incredibly stressful," recalls Zachy's mother. Akiva adds, "To have a team of professionals guiding you through the process and raising the expectation of what your child can achieve leaves time for just being the father and mother of that child and his siblings." Akiva and Shirah feel that Yaldei has given them the opportunity to simply enjoy Zachy and revel in his accomplishments. In addition, Zachy's siblings have experienced invaluable exposure to other special needs children through Yaldei. Akiva and Shirah are relieved to have found the right place for their son.

“Zachy will certainly walk within the year.”

“How do you know that?” Shirah asked.

The therapist replied, “That is between Zachy and me.”

Indeed, Zachy learned to walk that spring.

And then to speak, and run and play.



The Johnson family



2017-2018 in review

WHAT WE HAVE ACHIEVED

FACILITIES

\$8.5 M raised for *Another Chance Capital Campaign* to **purchase and renovate our home.**

1 equipped science educational lab built.

Better **adapted our facilities to make it more accessible** for our children with disabilities.

Two additional **accessible washrooms.**

Changing-tables and **lift for hygiene.**

STAFF

90 full-time & part-time staff members (school, therapy and administration).

Integral professional development program intensified according to areas of specialization.

A new **team of behavioral in-class (floaters) technicians.**

SERVICES

The number of children in Yaldei has increased by **15%**.

3 more classrooms have been added.

276 children receiving services from Yaldei.

119 students attended École Yaldei, the Center's toddler group, respite services and camp.

130 children have received therapy from Yaldei.

New **professional consultation service** (with further expertise in communication, as well as occupational, physical, and behavioral therapies) in the classrooms.

Creative therapies expanded (**visual arts, theatre, dancing, and music therapies**).

Social skills program expanded (from 6 to over 77 students).

The **Science Program** for kids with special needs incorporated into the curriculum.

WORK IN PROGRESS

Yaldei High School & therapies

We keep expanding in both, services and clientele serviced. The number of children (4-16 years old) with autism and other disabilities in École Yaldei and children (0-17 years old) in therapies has increased by 15%. Moreover, the trend and pace of growth will be sustained with imminent additional high school services to come (for children 16-21 years old). We have received Ministry authorization for Secondary 1&2 (grade 7 and 8), permit pending secondary 3 (grade 9) is already in process.

We have further integrated a range therapies in the schooling system. Specialized technicians give further in-class behavioral, and overall educational classroom support, and classroom management strategies.

We have considerably expanded the social skills program (from 6 to over 77 children) underpinning learning opportunities for increased social integration into the mainstream schools and community at large.

We incorporated technology for therapeutic and educational purposes. The school and therapies in Yaldei have access to technology for communication behavioral support, learning, and fun activities. Specialized software has been included to promote children's ability to communicate.

Professional development

Thanks to the Morris and Rosalind Goodman Family Foundation, training has been majorly enhanced to ensure long-term quality and excellence, thus turning Yaldei into the best place to work. Further training and professionalization has been promoted within the entire work team, according to the five main career paths: professionals, educators, teachers, therapists, and administration.

Support for parents

We offer home and center based coaching for parents to follow up the progress of their children with disabilities. We also offer school, home and community coaching for educators and professionals.

NEW PROGRAMS AND SERVICES planned for 2018-2019



EVALUATION & DIAGNOSTIC CLINIC

Medical consultation
Educational psychologist



ÉCOLE YALDEI HIGH SCHOOL

Secondary 1 to 5
Behavioral technicians support in
primary and secondary school



REHABILITATION SERVICES

Nutrition Counselling
Neuropsychological
evaluation and treatment



PARENT SUPPORT

Therapy-specific training videos for
parents (physio, speech, social skills, etc.)
Group healing for parents
Parent and professional resource library

Parents volunteering

On this occasion, Yaldei would like to render a special recognition to the numerous parents who generously volunteer at Yaldei. They offer their time, effort and resources in a dedicated way, without any further reward besides our permanent gratitude, given the noble common cause that unites us.

Angie Varuzza is one of the finest examples of generous volunteering in Yaldei. Apart from her multiple occupations, at home as a busy mother of two wonderful kids, and at work, she has managed to make an exceptional contribution to Yaldei, offering her time, considerable effort and resources to a cause she truly believes in. She is a very active member of the Parents Participation Organization (PPO). She has helped to raise funds and participated in the bike-a-thon, as well as helped to improve and better organize the classroom mini-libraries for children, and sold jewelry to raise money for Yaldei.

The biggest motivation driving Mrs Varuzza to collaborate, and feel the need to “give back,” is her enthusiasm for the enormous progress her daughter Talia has made for some years now at Yaldei: “She really gives us happy moments every day. God has given us Talia, to take care of, when she was born (and diagnosed) I promised myself to do the best of the best, to bring her where she needs to be... and this is where I am [in Yaldei], so Talia can fully develop the best of her potential.”

Talia was receiving attention in the public health system and was going to daycare in a public CPE. However, when Mrs Varuzza saw that things were not progressing at all, she enrolled Talia in simultaneous speech, occupational, and physio therapies at Yaldei. The positive results were immediate, and Talia was transferred from the public school, where she was permanently secluded, to École Yaldei, where she was immediately accepted and feels at ease. From the moment she started, she has seen many radical changes in Talia. At first, she could barely walk and she could not communicate. Now we are all glad to see that Talia cannot stop moving, playing and enjoying herself with her classmates and friends. She is very communicative, both non-verbally and through short



Angie & Talia

sentences and is very social. Moreover, Talia has recently reached one of the goals in her Individual Education Plan for the academic year. “The most important thing is that my daughter is very happy coming here [to Yaldei],” explained Mrs Varuzza. “Every morning she really wants to go to school, it’s the best sign that Yaldei is the best place for my daughter Yaldei is the best place for my daughter.”

Yaldei’s success is not only due to its valuable staff and generous donors, but also to volunteers such as Angie who do not hesitate to roll up their sleeves and help. Our complete gratitude and recognition go to people like Angie.

Message

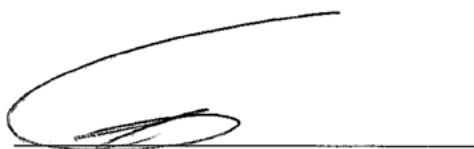
From the Campaign Chair



2018 has seen Yaldei's Campaign reach further and broader for new supporters. We are delighted to welcome on board new donors to Yaldei such as UPS, the Cola family and the Molson Foundation. These donors truly reflect the diversity and breadth of the families we serve, who come from multiple communities across the Montreal cultural mosaic.

Having surpassed our original \$8M goal, we are now on well our way to a new goal of \$10M, which will ensure Yaldei is renovated and well equipped for the future.

I'd like to take this opportunity to express my deep gratitude and appreciation to all our donors, both those who've given to the Campaign and Yaldei's ongoing day-to-day operations. Philanthropic donations contribute over half of Yaldei's annual budget, without the support of our donors Yaldei would quite simply not be able to operate.



MARTIN SCHWARTZ

Campaign Chair

UPS



UPS has been a trustful donor to Yaldei for over two years. The reason for their commitment and their decision to support Yaldei is well explained by Enrica Uva, Supervisor of Human Resources at UPS Canada:

“UPS and its employees are committed to continuously improving the environments in which our employees, partners and customers live and work. We want to create a long-standing relationship with Yaldei either allocating grants in support of a community or a volunteerism opportunity.”

UPS support and fully believes in our cause. They consider that the most important work that Yaldei does is giving individualized attention, and specialized education programs. They acknowledge that every child has different needs and goals that they would like to achieve, and no matter how small the achievements are, each one of them is yet significant to every child’s life.

They give particular value to training programs that can help children learn valuable skills for daily life, so that children graduating from Yaldei are prepared and are more integrated into society.

UPS is aware of the importance of their financial donations, but what they are most proud of, is their commitment to volunteer at Yaldei. Their employees are given many different options of organizations to volunteer at, but a great number of them still prefer to come to Yaldei year after year. They all seem to have a good time helping others, and hold unforgettable memories from their visits.

Mrs. Uva relived one of those unique moments:

“I remember last year when I was doing volunteer work at Yaldei, and a young child just came and hugged me. The warmth that is felt at the school is unbelievable and shows how much the staff cares about the children. Yaldei is a very special place.”



In May 2018, we were delighted to confirm HSBC as a strategic donor for the third consecutive year, showing continuous commitment to Yaldei's noble cause. With a total of \$150,000 donated to date, HSBC has helped us develop the following areas: incorporating technology for therapy and educational purposes, teaching social and communicational skills, as well as further enhancing problem-solving capacity and critical thinking in children with special physical and cognitive disabilities. Yaldei and HSBC are particularly interested in promoting and developing capabilities in individuals that can lead towards social integration, and truly make a difference in their future. HSBC and Yaldei both believe in the importance of helping young people reach their full potential.

HSBC supports programs with a measurable impact in the areas of future skills, sustainable finance, and sustainable networks and entrepreneurship. Last year they invested more than \$7 million in registered Canadian charities, supporting more than 160,000 young people through community programming. Nevertheless HSBC's investment in communities extends beyond financial donations. Last year their employees volunteered more than 6,000 hours in their communities. An enthusiastic team of HSBC employees gave us a precious hand during the "Day of Caring" organized in our facilities last year, and this year we are happy to be planning another edition of the event.

Mr. Charles Douville, Senior Vice President – Head of Commercial Banking – Quebec Region, whom we had the opportunity to interview declared:

"We have been touched at how Yaldei can help young children with learning disabilities. I'm really proud that our investment supports students participate in daily living activities, sensory play and physical activities – providing them with the skills needed to be successful in their lives".

HSBC first partnered with Yaldei in 2016, and have continued to support its educational programs for children with disabilities. HSBC affirms to be proud to support Yaldei as a partner with a long history of making an impact in the community.

When we playfully asked Mr. Douville what would he do if he were our CEO for a day he replied:

"I would welcome the opportunity to take a break from my role to lead Yaldei for a day! Aside from spending my time with the students, teachers and staff, I would look forward to hearing their stories and learning about how they support young people."

All our heartfelt gratitude to HSBC for their three consecutive donations.

Renovations 2017-2018: Phase II

State-of-the-art Development Center facilities

Thanks to all the arduous good work and the generosity of many donors in our “Another Chance” Capital Campaign, Yaldei has raised more than 8.5 million dollars entirely allocated to an ambitious project of purchasing and renovating our new facilities. The phase II of this project started in June 2017 and during the year (2017-2018) we made quite significant progress with most of the preparatory and structural work completed. The project is expected to come to an end in the first months of 2019 including finishing touches refurbishing and equipping. Once finished, Yaldei will have a State-of-the-art Development Center facilities that will continue to be our best option in early detection, intervention, and schooling of children with disabilities in Montreal. The Yaldei team feels enormously proud and optimistic about the progress and scope of this new vast project. We all very much look forward to seeing the result of the finished work.





Once finished, the 2nd floor will accommodate the following facilities:

Evaluation & diagnostic clinic
 Applied Behavior Analysis (ABA) therapy center
 Training center
 Physio, occupational and speech therapy rooms
 Early intervention program (toddler group) rooms
 Creative therapies' rooms (visual arts, music, theatre, dancing)
 Massage therapy room

Group therapy rooms
 Snoezlen room and immersive room with high-tech
 simulative equipment
 Large gross motor gym
 CIBC play area
 Observation room

FOR THE YEAR ENDED JUNE 30, 2018



46%

SERVICE FEES

\$1,993,091

Yaldei School

\$1,466,556

Therapy programs

\$526,535



32%

PUBLIC EVENTS

\$1,351,905

Annual Dinner

\$718,951

Bike-a-thon

\$318,824

24 Hour Charidy

\$314,130



22%

**FUNDRAISING
CAMPAIGNS**

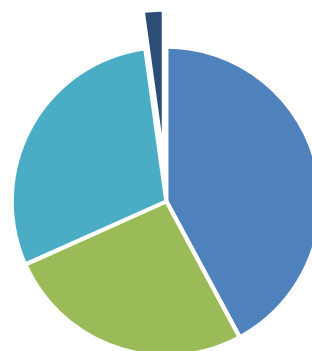
\$937,661

Community Foundations

\$85,000

**Donations from individuals
business & foundations**

\$852,661



5%

**GOVERNMENT
CONTRIBUTIONS**

\$199,005

HRSDC programs

\$199,005

TOTAL

\$4,481,662

Expenses

FOR THE YEAR ENDED JUNE 30, 2018



69%

EDUCATIONAL SERVICES & CHILDRENS PROGRAMS

\$3,082,653

Salaries
\$2,159,127

Occupancy & amortization
\$427,679

Programs & materials
Respite, After-School, Camp & Day-camp,
Toddler group, Sensitization. Etc.
\$495,847



17%

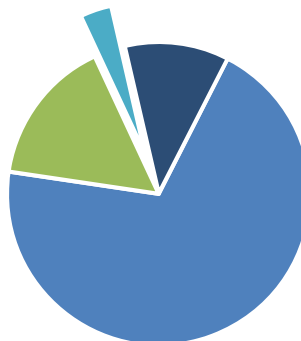
THERAPY SERVICES TO CHILDREN / FAMILIES

\$774,026

Salaries
\$402,685

Consulting professionals
\$182,079

Overheads & materials
\$189,262

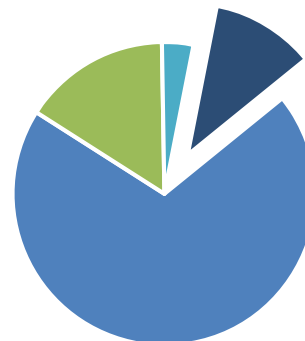


4%

FUNDRAISING EXPENSES

\$177,704

FUNDRAISING EXPENSES
\$177,704



9%

ADMINISTRATION

\$409,555

Salaries
\$201,564

Office & admin
\$64,265

Financial expenses
\$143,726

TOTAL

\$4,443,937

“Yaldei’s program embodies the principles that are recognized worldwide as being critical for adequately promoting the development of children with developmental and learning delays of different origins. I very much hope that this program will be regarded as a model of intervention programs that could be replicated in other areas of the province. I also hope that the quality of this program is fully recognized by the public authorities and funded by them, as it ought to be.” — **Dr. Eric Fombonne,**

Former Director of the Department of Psychiatry
for The Montreal Children’s Hospital and
Former Canada Research Chair in Child Psychiatry



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