



Sinneave
FAMILY FOUNDATION

2025 Impact Report

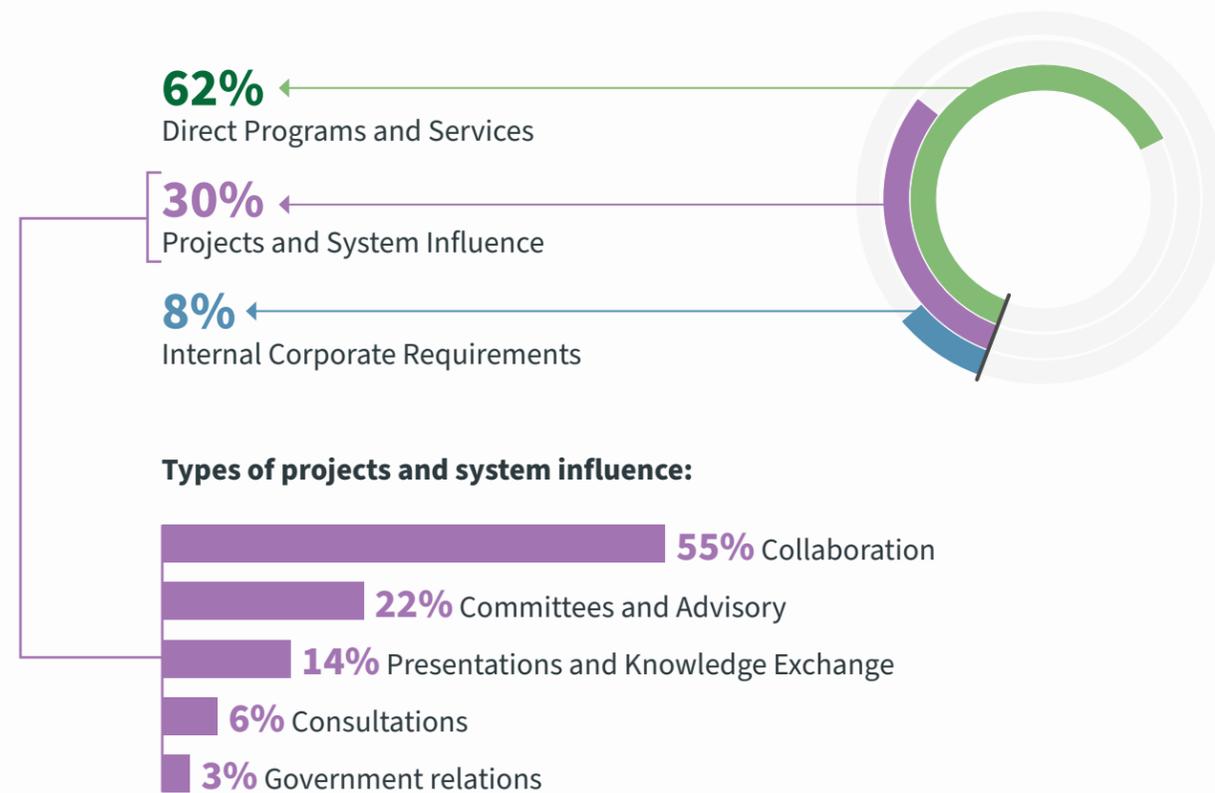
**Highlighting Community,
Connection and Collaboration**

About Us

The Sinneave Family Foundation (Sinneave) is a charitable operating foundation that seeks to reduce barriers and enhance opportunities for Autistic youth and adults, empowering them to live, learn, work, and thrive in their communities. From our Calgary-based facility, we offer direct programs and services that provide opportunities to learn, set goals, and build skills. We also collaborate with other organizations and leaders to identify gaps, co-develop innovative programs and services, share learnings, build capacity, and influence meaningful systems change. In collaborative projects, Sinneave is often the backbone organization that coordinates activities, shares information, tracks progress, and keeps collaborators aligned on the common goal.

Sinneave works locally, provincially, and nationally, investing where we anticipate lasting improvements. Collaboration is key to amplifying voices and influencing needed change. With trust, inclusion, collaboration, empowerment, and sustainability as our core values, we work to build respectful relationships that deliver impact—impact that is amplified through partnership.

We distributed our time and efforts in 2025 as illustrated below:



Our Team

Our team consisted of 38 part-time and full-time employees as well as 6-8 interns in 2025. We offer 4-month (summer), 6-month (café), and 12-month (reception) internships. The objective is to provide meaningful work experiences that help create future opportunities for interns by helping them to build confidence and skills that attract future employer interest.



“[My internship] allowed me to learn at a good pace. It also prepared me for future jobs by training me with transferable skills, like using the photocopier and printers, shredders, and working in Microsoft Outlook, Teams and Excel. It’s a nice environment, everyone is kind and people are always willing to answer my questions and make sure I’m understanding my tasks... Sinneave helps a lot of people—it’s nice to be part of that.”

Annika, Evening Reception Intern

Sinneave’s 2025 anonymous Human Resources Survey showed diversity within the organization and employees that feel engaged at work and satisfied with their job.



President’s Message

Sinneave aims to reduce barriers, enhance opportunities and catalyze systems change. The people that make up our organization are a diverse team of resolute, skilled, and creative individuals with shared values. We strive to set an example as an inclusive and effective organization where people have opportunities to be themselves and do their best work. I feel privileged and grateful to collaborate with exceptional staff, valued partners, and a committed board of directors. We work together to create the conditions for lives to be fulfilled.

~Tanya McLeod, President and CEO



Direct Programs and Services

In 2025, Sinneave expanded its operating hours to include three weekday evenings. This lowered barriers to participation in programs and services and invited new ways for community members to use our space. For example, through Your Time, Your Way we provide a third place—a social environment separate from home, school, or work where people can be without needing to spend money or meet any specific roles or pressures.

Online eLearning

Sinneave develops learning products to support people in reaching their personal, educational, employment, and housing goals. Sinneave Connects (<https://connects.sinneavefoundation.org/learn>) is our online learning hub of resources that includes a growing collection of engaging and easy-to-use eLearning materials that people can work through at their own pace. We also offer complementary facilitated sessions to guide participants through material and answer questions.

The following new offerings in 2025 highlight our blended approach to learning:

The Family Work Readiness Conversation Starter Kit is an eLearning course supported by in-person workshops for parents, caregivers, and guardians.



Plan Ahead for Career Success



Find your Workplace Strengths



Embrace Independence

A healthcare toolkit was adapted into a four-module online course, along with a facilitated workshop series to help participants walk through each module.



Plan for Your Next Health Appointment



Take Charge of Follow-Up Care



Communicate Effectively During Health Appointments

Helping people to achieve their life goals

Sinneave offers individualized coaching services, skills groups, workshops, and a wide variety of other learning and connection activities in-person and virtually.

Here is what participants have shared about their experiences:



“I can be a procrastinator, and the structure of the program helped me overcome that. I was definitely willing to learn; I was coachable and resilient, and it very quickly became a place of belonging for me as I’ve discovered a supportive neurodivergent community.”

Mila, Launch + Skills Participant



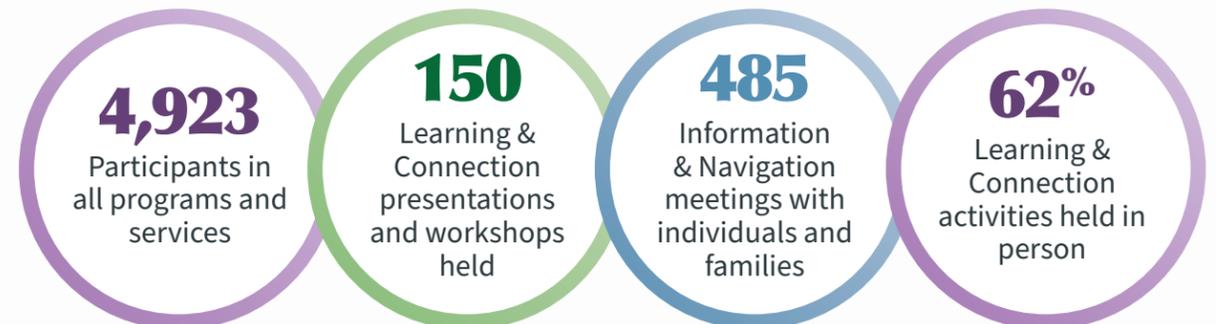
“[I] discovered something I didn’t know I was longing for: Neurodivergent Community...I formed friendships, felt connection, experienced what I can only describe as a kind of neurocognitive ease. ACT gave me language for values-based living, tools for psychological flexibility and permission to hold both pain and meaning at the same time. Now I have the privilege of helping others discover that same sense of empowerment & autonomy. Like many Autistics, I have a deep appreciation for precision in language. So, let me say this as precisely as I can: This community and this Foundation has changed my life.”

Sarah, Acceptance and Commitment Training (ACT) Participant turned Facilitator



“When I took the ACT class it was really helpful, but this course (Executive Functioning) really helped steer a newfound positivity and practicality that I finally see and understand.”

Executive Functioning Skills Group participant



Employment

Sinneave engages across the employment ecosystem with a goal of improving outcomes for job seekers and employers. Through direct programs and services as well as partnerships, we help people gain employment and thrive in the workplace and we help employers enhance their workplace inclusion practices and connect to untapped talent.

EmploymentWorks

Supporting Employment Success

(<https://employment-works.ca/>)

2025 marked the tenth anniversary of Sinneave’s national employment project. What began in 2015 as 3 months of pre-employment training, has expanded through multiple phases to support jobseekers over 12 months to prepare for, find, and keep jobs.

Participants are achieving an average 45% employment rate and a 32% return to school rate.

“Through the job sampling, I managed to truly learn a lot about myself. My flaws, but most importantly my strengths, and how I could use those skills for future employment.”

-MK, EmploymentWorks participant

Over the past 10 years:

3,794

participants served through 16 organizations in 8 provinces

1,241

employers provided job sampling opportunities

8,316

hours of paid work experience provided by 62 employers

NEUROinclusive Workforce Solutions

Supporting Business Success

(<https://neuroinclusive-solutions.ca/>)

This service shares practical and actionable strategies to help employers make their workplaces more inclusive and welcoming for everyone. We offer customized education and workshops as well as tailored consultation to meet specific business needs.

91% of participants said they were very likely to recommend NEUROinclusive Workforce Solutions to a colleague.

Since late 2023:

242 Employers

built their awareness of neuroinclusive principles and practices

Over 40%

are private, for-profit companies

172

Corporations provided with tailored services

2025 Highlights:

▶ A trusted training partnership with Canada Post

NEUROinclusive Workforce Solutions (NWS) delivered 15 customized presentations to diverse teams across the organization, including HR business partners, industrial relations teams, and warehouse supervisors and managers, strengthening inclusive practices at every level.

“The NWS team has been a tremendous asset...useful, doable tactics for inclusive hiring, onboarding, training, and retention, provide significant assistance to businesses looking to create more inclusive and equitable workplaces.”

Ali Mohamed, Equity, Diversity, and Inclusion Manager, Canada Post

▶ Online repository of resources

We enhanced the NEUROinclusive Workforce Solutions online repository of resources—the Solutions Hub—with 13 new learning assets on all aspects of the employee lifecycle and a series of eLearning courses:

NeuroAware

Foundations of Neurodiversity

Inclusive Communication

Facilitating Effective workplace communication

Neuroinclusive Recruitment

Developing a fair and equitable process

Engagement with these resources has been strong. Across the three eLearning courses there were 78 course completions from 170 registrations. This completion rate of 46% is far higher than the industry standard of 10 to 15%.

▶ Enhancing Cognitive Accessibility in the Construction Workforce led by Open Collaboration for Cognitive Accessibility.

“By promoting inclusive learning strategies, accessible training materials, and practical supports, this initiative helps ensure workers are evaluated on their skills, knowledge, and competence—rather than on their ability to navigate systems that were not designed with cognitive diversity in mind.”

Stuart Simpson, Training Director, SMART Local 47 Training Centre Inc.

Housing

Advancing Neuroinclusive Housing

Neuroinclusive housing creates spaces and systems that are flexible, responsive, and supportive of diverse ways of thinking, sensing, and moving through the world. It goes beyond the physical design of homes—it is about fostering communities that are accessible, welcoming, and easy to live in across the Housing Continuum. Check out our version of the [Housing Continuum](https://nihouse.ca/resources/housing-continuum/) with easy-to-understand descriptions. (<https://nihouse.ca/resources/housing-continuum/>)



Creating accessible and inclusive housing is a shared responsibility. Sinneave works through a range of formal and informal collaborations to foster change at the community and systems level. Small, thoughtful changes at many levels can make a significant difference.

Enhancing Education and Tools - RentSmart

Many Autistic people depend on the community housing sector for safe, secure, and affordable homes. The Community Housing Transformation Centre (CHTC) supports the growth and improvement of community housing across Canada. It provides funding, services, and tools to help renters, landlords, and housing providers build stronger and more inclusive communities.

CHTC invited Sinneave to collaborate on a full review of its RentSmart program. Our shared commitment to inclusive housing made this partnership a natural fit and gave us the opportunity to bring a neurodivergent lens to housing education. We shared perspectives on how language, communication, and practical strategies can help landlords better support neurodivergent individuals and conducted a comprehensive review of the curriculum, focusing on neuroinclusion and universal design principles.



“[All of these things] now influence how the RentSmart curriculum is communicated, how customer relationships are managed, and how the resources are being shared. Through this collaboration, renters and landlords are building stronger more inclusive tenancies across Canada.”

Teresa Guillem, Manager of the RentSmart program

Synthesizing Knowledge

Neuroinclusivity in Housing Initiative

Sinneave partnered with the Accessibility Institute at Carleton University to facilitate knowledge exchange and carry out applied research to move neuroinclusive housing forward. This initiative aimed to identify both well-known and unexpected players, meet with people directly involved, and connect existing tools and resources with the new information gathered.

Over three years, Accessibility Institute gathered insights that pointed to ideas and actions that can help advance housing solutions. This work is synthesized in the Bright Ideas Book—a collection of tips, solutions, shared wisdom and creative ideas—available on the Neuroinclusivity in Housing website (<https://nihouse.ca>).

Current insights from Sinneave’s direct work:

Inclusive Housing through an Autism Lens is the most frequently viewed resource in Sinneave Connects – our online learning hub of resources.

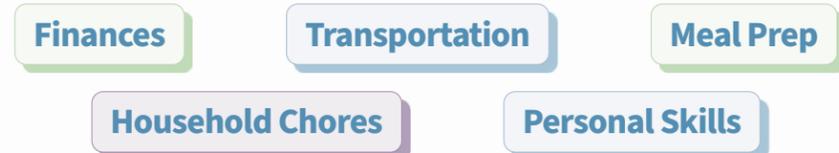


Top housing-related barriers for participants in Sinneave programs and services are:



- » 25% currently live independently
- » 68% have low to no daily support needs
- » About 1/3 are ready for independent or semi-independent living today

Top day-to-day challenges:



Education

Education beyond high school and specialized training are key factors in improving employment rates and reducing the wage gap, leading to greater financial security.

Investing in Students

We seek to advance education by providing scholarships and training awards that help to reduce financial barriers to education and training. The Sinneave Family Foundation's scholarship and awards program in 2025 had three streams:

Directors Scholarship

to support the advancement of education in structured environments at registered post-secondary institutions.

20 scholarships
valued at \$1000 each

Individual Training Awards

to support the advancement of skills and abilities for a specific area, job or need.

12 awards
totaling \$8,834

Advocacy Awards

to support the advancement of Autistic advocacy by providing financial support for training or advocacy expenses.

2 awards
totaling \$1500

Investing in Systems

Sinneave invests in the transition from education to employment through its collaboration with the University of Calgary's Work-Integrated Learning for Neurodivergent Students initiative.

Highlights in 2025 include the distribution of 825 Tactile Toolkits to 104 student support offices across campus, signaling a neuroinclusive culture and helping to destigmatize the use of neurodivergent tools and strategies in campus spaces, and the opening of a Neuroinclusion Studio to provide a more inclusive work environment for practicum students and staff.

Insights from Sinneave's Direct Work

22% of Launch + Skills participants are in school when they enter the program

48% are interested in applying, returning, and/or building skills for educational success

76% reported that Launch + Skills helped them to achieve their post-secondary education goals

Insights from the Canadian Survey on Disability

Sinneave contracted the University of Calgary's School of Public Policy to analyze recently released data from the 2022 Canadian Survey on Disability for autism-specific insights. They found that between 2017 and 2022:

- ▶ post-secondary completion grew by 17%, outpacing increases in other disability groups
- ▶ individuals with less than high school education decreased from 53% to 39%

Featured Collaborations

National Autism Network (<https://nan-rna.ca/>)

Beginning in March 2025, Sinneave and Autism Alliance of Canada were selected through a competitive process to co-lead the creation of the National Autism Network. After years of advocacy and collaboration, this milestone marks the start of a new, action-focused chapter.

Canada's National Autism Network brings together Autistic people, families, professionals, organizations, and government to support more inclusive coordinated action on autism in Canada. The Network collaborates with the Public Health Agency of Canada to inform how Canada's Autism Strategy will be implemented.

"The Network is an important step toward turning Canada's Autism Strategy into meaningful change."

Dr. Jonathan Lai, Executive Director of Autism Alliance of Canada

Autism Alberta's Alliance

Autism Alberta's Alliance is an initiative that seeks to address various opportunities to improve experiences, services and care within and for the autism community. There are six Communities of Practice (CoP) committed to—in the respective area of focus—enhancing collective expertise, fostering collaboration and problem solving, supporting continuous learning, driving innovation, and sharing knowledge and best practices.

"Whether it's evidence-based research, helping shape policy briefs, whatever the volunteers need, we're able to support them and we wouldn't be able to do that without Sinneave's investment."

Shino Nakane, Autism Alberta's Provincial Director

Beyond the Spectrum Learning Sessions

Sinneave empowers Autism Edmonton to deliver "Beyond the Spectrum" learning sessions with the goal of fostering a sense of belonging, inspiring action, and building stronger, more informed communities. The sessions have a focus on centering the experiences of Autistic women and older adults, two groups that continue to face distinct barriers to inclusion and support.

"Your support enables us to sustain a unique and accessible learning platform that builds understanding, fosters inclusion, and opens doors for the autism community."

Douglas Parsons, Training and Resource Manager, Autism Edmonton

Amplifying Impact

Amplifying Impact through Partnership

As a registered charitable organization, The Sinneave Family Foundation’s charitable purposes are to advance education, to relieve conditions associated with disability and to promote health. We deliver on this mandate through direct action and through a range of collaboration efforts. In collaborative projects, there are three main functions that Sinneave fulfills: backbone support, in-kind support, and community grants.

Backbone Support

In 2025, Sinneave fulfilled backbone responsibilities in two large collaborative grants. For both of these partnerships, we receive, allocate and distribute funding for eligible activities, and steward collaboration by building trust among partners, aligning shared goals, and providing the coordination, infrastructure, and operational support needed for collective efforts to succeed.



\$4,786,049 – Received from Employment and Social Development Canada under the Opportunities Fund for Persons with Disabilities and distributed to partners and collaborators for program and service delivery

\$374,601 – In-kind support funded by The Sinneave Family Foundation

A key element of backbone support is performance measurement and evaluation. In 2025, Sinneave provided each EmploymentWorks partner with 13 synthesized datasets highlighting insights from participant demographics, feedback, disclosure, accommodations and adjustments, barriers to employment, and learnings from a Quality of Life measure.

\$817,629 – Received from the Public Health Agency of Canada under the Autism Initiative for further distribution to ultimate recipients.

\$99,089 – Cash contributions from The Sinneave Family Foundation to the National Autism Network to support personnel costs

\$110,000 – In-kind support funded by The Sinneave Family Foundation



Sinneave is responsible to oversee and monitor all activities under the Autism Initiative Contribution Agreement and to report to the Government of Canada on activities, accountabilities and performance metrics.

The work led or supported by Sinneave during National Autism Network start-up activities in 2025 included:

- 1 **Legally establishing the National Autism Network** as a new independent not-for-profit corporation and convening an interim Board of Directors to approve bylaws and organizational policies.
- 2 **Hiring three term employees** to conduct start-up activities, including planning and delivering the first National Assembly in April 2025.
- 3 **Providing in-kind use of our offices** and equipment as well as assigning staff to fulfill governance support roles including Interim Director, Secretary and Treasurer.
- 4 **Overseeing and monitoring the progress of Project activities** outlined in a workplan including development of a website, recruitment of network members, etc.
- 5 **Compiling and submitting the Year 1 Annual Report**, the Year 2 Annual Operating Plan and the Year 2 Progress Report to the Government of Canada.

In-kind Support

Sinneave routinely invests staff time to support other organizations' efforts at no cost to their organization. We provided 6,073 hours of in-kind support in 2025.

A great example is our ongoing support for the Community Rehabilitation and Disability Studies Students' Association (CRDSSA) annual research conference. We hosted this student-led initiative in our space and facilitated online access for participants.



Community Grants

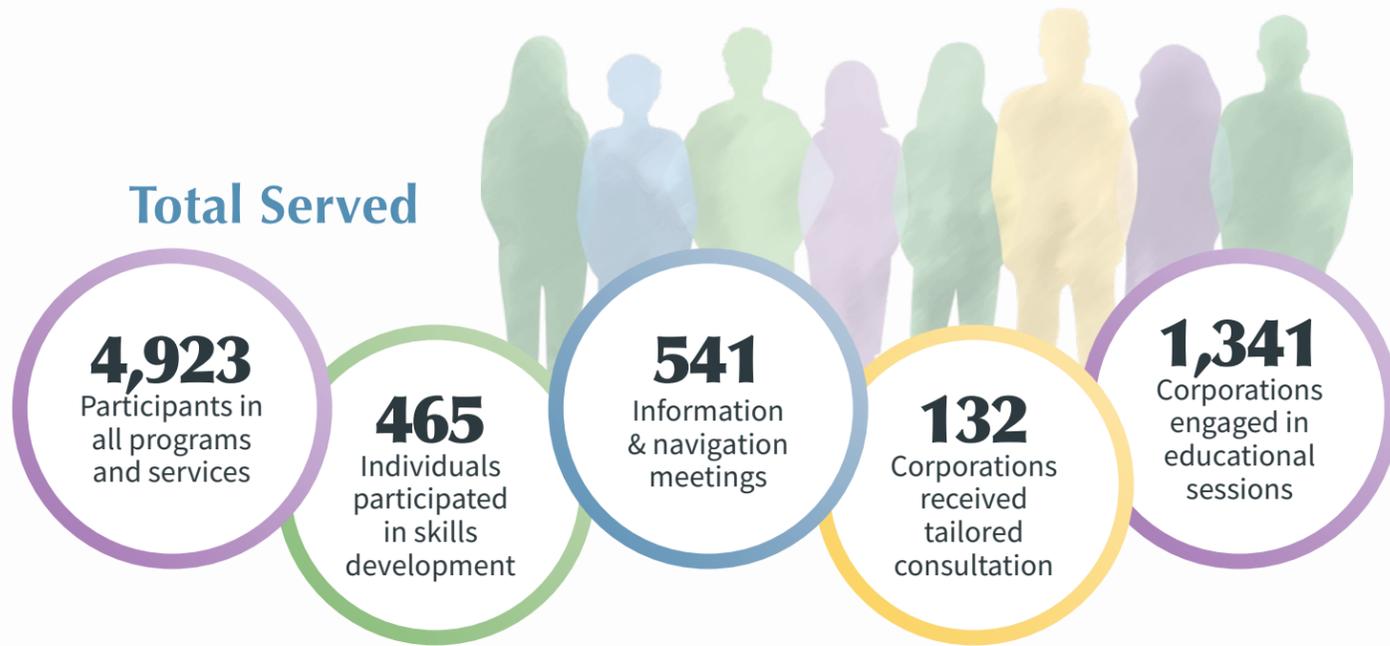
Sinneave aims to add value to the community by investing in purposeful initiatives and projects focused on advancing knowledge and improving outcomes in education, employment and housing. Our community grants often take the form of micro-project funding to catalyze action.

In 2025, we dispersed \$875,257 through 9 Community Grants across our 5 mission areas:



Our Reach

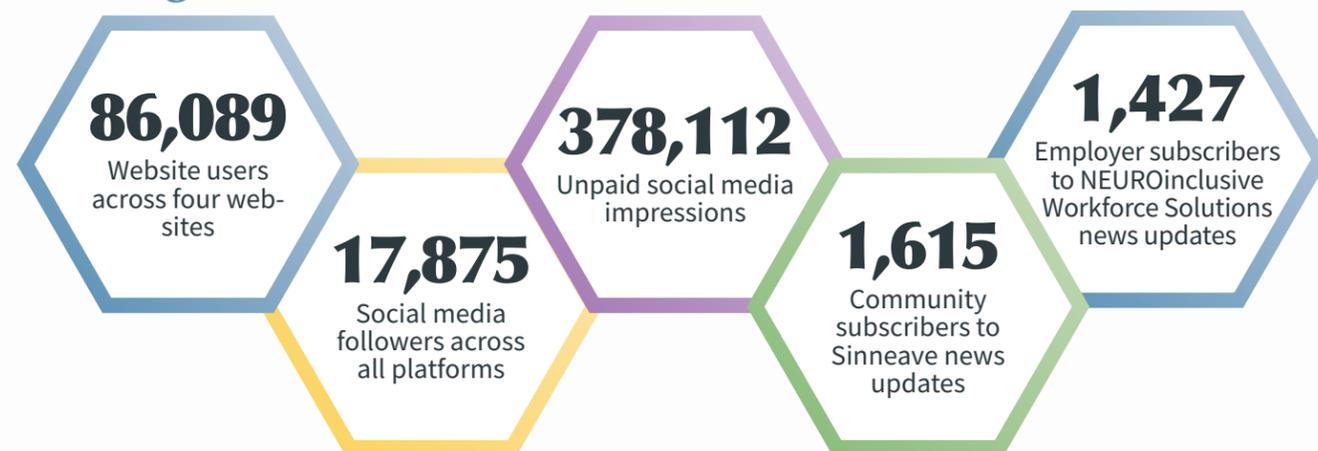
Total Served



Community Engagement Reach



Digital Reach



Chair message

It has been a privilege to work alongside such a committed and thoughtful Board over the past year. I would like to extend particular thanks to Roby Brar, who is retiring after eight years of dedicated service, including three years as Chair of the Audit & Risk Committee. The Board's leadership, steady guidance, and commitment to strong governance have helped strengthen the organization and ensure it remains accountable, resilient, and focused on its mission. The time, expertise, and care that Directors brought to the role have made a lasting difference, and I am deeply grateful for their contributions.



I would also like to thank the staff for their passion, professionalism, and dedication to the people we serve. Together, your efforts support meaningful outcomes in our communities and help individuals and families move closer to achieving their goals. The impact reflected in this report is the result of collaboration, shared purpose, and a genuine belief in the importance of the work—and for that, I extend my sincere thanks. Looking ahead, I am excited about expanding partnerships to bring housing units to market with neuroinclusion in mind.

~Susan Mallon, Board Chair

Board members



Photo (from left to right)
Back Row: Roby Brar, James Townend, John Masters, Evan Spiropoulos.
Middle Row: Susan Mallon (Chair), Michel Cantin, Tanya McLeod (President and CEO), Carl Andrade, Wes Peters, Michelle Chan, Mike Lambert (Past Chair).
Front Row: A.J. Wrenn, Jason Scheyen, Carissa Carleton.
Not Pictured: Melinda Noyes, Scott Morrow.

Contact Us

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 [/sinneave](https://twitter.com/sinneave)

Follow Our Initiatives:

EmploymentWorks

employment-works.ca

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 [@employmentworks.spectreemploi](https://www.instagram.com/employmentworks.spectreemploi)

Worktopia

worktopia.ca

 [/worktopia-national-network](https://www.linkedin.com/company/worktopia-national-network)

NEUROinclusive Workforce Solutions

neuroinclusive-solutions.ca

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 [@neuro_inclusive_solutions](https://www.instagram.com/neuro_inclusive_solutions)

Neuroinclusivity in Housing

nihouse.ca

 [/neuroinclusivity-in-housing](https://www.linkedin.com/company/neuroinclusivity-in-housing)

Land acknowledgment

In the spirit of reconciliation, we gratefully acknowledge the traditional territories of the people of Treaty 7, which include the Siksika, Kainai, and Piikani First Nations of the Blackfoot Confederacy, as well as the Stoney Nakoda (including Chiniki, Bearspaw, Goodstoney), and Tsuut'ina Nations. The Sinneave Family Foundation also resides on Northwest Métis homeland, specifically, within the Nose Hill Métis District of the Otipemisiwak Métis Government's Battle River Territory. We respect and acknowledge all people who live, work, and play on this land, and who celebrate and care for the Treaty 7 territory. We also recognize our shared responsibility to move forward together in the journey of Truth and Reconciliation, guided by values of equality, inclusivity, and a collective commitment to learn from the past.