

2025 - 2026
ANNUAL REPORT

THE MAGIC OF CONNECTION
TOGETHER TOWARDS TOMORROW



Helping children overcome developmental challenges in their movement, play, speech, language, learning, attention and behaviour since 1978.

A MESSAGE FROM OUR EXECUTIVE DIRECTOR AND BOARD CHAIR

Have you ever wondered if you could change the life of a child? Yes, yes, you can! It's the magic of connection.

We have celebrated the magic of our connections the past year with adding programming to support community needs including Harley the OSNS Therapy Dog, who is at the centre on Mondays, we have added Ukeru Training in the Autism Program and soon to be offered to all OSNS staff and will be available for parents in the future, a trauma informed comfort and compassion approach. We added the new Accessible and Inclusive Playground which opened for play in November and we continue to complete the Indigenous components. We have been connecting through yoga and mindfulness in the 3- 5 year old Childcare program. Hippo Therapy will be starting soon, to enhance therapy options in Occupational Therapy, Physical Therapy and Autism programming.

When children, youth and families are reaching their full potential through OSNS programs we living the magic of connection and it is an additional bonus to be celebrated by the broader community recently winning 3 gold medals in Best of Penticton for OSNS services. The magic of connection is further reflected in our community partnerships, community volunteers, OSNS Board of Directors, the OSNS Legacy Foundation board, private donors, and government funders who have been supporting OSNS throughout the past 48 years. The Okanagan - Similkameen Neurological Society is a provincial BC incorporated non-profit & charity organization providing service and treatment hours to children, youth, and families with supported developmental needs and developmental disabilities since 1978.

Through fundraising, grant writing and Government support, OSNS offer's childcare, Early Intervention, Autism supports, family support, on site Autism Assessments for under 6 and new programing of Supported Employment for youth 14 and up and employers who want to support youth in employment with neurodivergence.

At OSNS we imagine a future where every child and youth have what they need to thrive and a mission to optimize the health and well-being of every child, youth, and family we serve. We approach this under the guiding motto: Together Towards Tomorrow. OSNS services are inclusive, innovative, flexible, person centred - unique to the individual through on-site visits, virtual consultations, and outreach. We provide 1:1, family sessions or groups to meet the needs of all we serve.

A GIGANTIC salute to each and every centre staff who have helped successfully deliver over 148,000 program hours this past year.

Connection is magical, when you are privileged enough to experience how it can change the future of a child!

Heather Miller
Heather Miller
Executive Director



Stacey Gagno
Stacey Gagno
OSNS Board Chair



WHEN WE BOND WITH OTHER PEOPLE AND FEEL A SENSE OF CONNECTION...

OUR BRAIN'S REWARD SYSTEM GETS ACTIVATED. GETTING A SMILE OR RECEIVING A VERBAL SIGN OF APPROVAL ACTIVATES OUR SENSE OF WELLBEING AND MOTIVATION. AT OSNS, WE ARE COMMITTED TO CREATING A SENSE OF CONNECTION IN A SUPPORTIVE, NURTURING ENVIRONMENT.

A MESSAGE FROM OUR DIRECTOR OF FINANCE

This past fiscal year reflected the continued spirit, strength, and generosity that sustain OSNS and the important services we provide to children and families in our community.

OSNS generated total revenue of \$3,909,148 through a combination of government contracts, program revenues, fundraising initiatives, donations, and community support.

Revenue Composition

- Contract and Operating Grant Funding: \$2,977,577
(76.2% of total revenue)
- Fundraising & Community Support Revenue:
(General donations, Golf Tournament, and Telethon/Fall Fundraising donations)
Total: \$265,158
(6.8% of total revenue)
- Program and Service Revenue:
(Autism ,Daycare and Preschool Services)
Total: \$666,413
(17.0% of total revenue)

In addition to supporting ongoing operations, our community continued to invest in the future sustainability of OSNS through Legacy Foundation initiatives.

This year, the following campaigns contributed to Legacy Foundation efforts:

- Smile Cookie Campaign: \$74,668.73
- March Match Campaign: \$15,975.81
- Colour Run Campaign: \$33,615.00

These achievements would not be possible without the dedication and generosity of our supporters.

We extend our sincere appreciation to our contract funders, donors, event participants, staff, volunteers, third-party fundraising hosts, community partners, and local businesses who continue to champion the mission of OSNS.

On behalf of the organization, I would also like to express our gratitude to Omland Heal Chartered Professional Accountants for their long-standing professional guidance and dedicated audit services provided to OSNS over many years.

We are deeply grateful for the continued confidence placed in our organization and remain committed to responsible financial administration, accountability, and sustainability as we move forward together.

Jas Nahal

Director of Finance

KEY PROGRAMS AND COMMUNITY IMPACT

OSNS delivers effective, inclusive, culturally respectful, evidence-based programs, providing 149,309 service hours of treatment in the 2025/26 fiscal year.

Key Programs and Services:

- Early Intervention Therapies: Occupational Therapy (OT), Speech-Language Pathology (SLP), and Physiotherapy (PT).
- Autism Services: Assessment and individualized intervention.
- Inclusive Early Education Programs: Preschool and childcare.
- \$10/Day Childcare and Preschool: Affordable access to early learning.
- Family Support Services: Guidance, resources, and advocacy for families.
- School-Age Therapy Services: Delivered to School Districts, Independent Schools, and Outma Squilz'w Cultural School (Penticton Indian Band).
- Coaching and Collaboration with PIB Little Paws Daycare Staff: Shared learning, professional development, and hands-on support for inclusive care.
- Behaviour Consultation Services: Led by an in-house Behaviour Analyst to support children, families, and educators.
- Outreach Treatment Delivery: In partnership with Interior Health.
- Friend Club with Speech and Language and transition focused

Additional innovative programs delivered through fundraising initiatives, donors, corporate grants, and service club partnerships include:

- Developmental Screenings and Consultation: In partnership with the Penticton Indian Band.
- Behaviour Support Program: Offers assessment and treatment for behavioural challenges and emotional regulation, led by a certified behaviour analyst providing strategies and tools for families to use at home.
- G-Tube Feeding Training and Nutritional Support: For early childhood educators and families.
- Autism Assessments with the Ministry of Health: Increased by three by the end of the 2025 fiscal year.
- Autism Assessments for Children under the age of 4: Increased by 12, in collaboration with a local psychologist and Variety BC.
- Launch - LINK to Success: Supported Employment Worker Program: Individualized support for youth entering the workforce.
- Launch of LINK to Success: Employment Toolkit and Workshops for Autistic Youth: Skill-building and job readiness resources.
- Launch of LINK to Success: Employer Toolkit and Workshops: Supporting inclusive hiring practices for autistic youth.
- 3-5 Playground Improvement Initiative: Enhancing accessibility and enriching early learning through inclusive, sensory-friendly, and culturally responsive playground design.
- OSNS Participation: City of Penticton Accessibility Task Force.
- OSNS Legacy Foundation: Securing the delivery of pediatric rehabilitation in the South Okanagan Similkameen by ensuring the financial stability of the OSNS.



We acknowledge the financial support of the Province of British Columbia





**SOCIAL CONNECTION:
A PROTECTIVE
FACTOR FOR
REDUCING STRESS
AND PROMOTING
WELL BEING**

OUR INTERACTIVE
PLAYGROUND CREATES A
SAFE SPACE FOR
EXPLORATION AND
CREATIVITY TO THRIVE, AS
COMMUNITY, TEAMWORK
AND FRIENDSHIPS ARE
FOSTERED.

THE OSNS FACILITY

OSNS operates a fully accessible, 15,907 sq. ft. therapy facility designed to support children with neurodevelopmental and physical support needs. The centre is built around a play-based, child-centred approach, with both indoor and outdoor spaces intentionally designed to promote development through movement, communication, and play. The facility includes sensory integration rooms, a physiotherapy gym with adaptive mobility equipment, and welcoming spaces that support communication and daily living skills. Outdoor play areas extend therapy beyond traditional settings, offering additional physical, social, and sensory development opportunities. Funding from Valley First Penticton allowed for the installation of Mobi-Mats to create a smooth, wheelchair-accessible connection between our 3–5 daycare and preschool spaces, enhancing mobility, inclusion, and ease of access across programs. These spaces ensure children receive services in a safe, inclusive, and developmentally appropriate setting.





A COMMITMENT TO HEALTHY ATTACHMENT

OSNS delivers Early Intervention and Early Childhood education programs through a structured, collaborative model that ensures timely, equitable, and family-centred care. Services are grounded in evidence-based, trauma-informed practices and are delivered during standard business hours, with flexibility to accommodate family needs. A centralized intake process triages referrals by urgency and complexity, supported by a Community Referral Committee to coordinate service assignments. OSNS addresses barriers through virtual care, multiple service locations, and assistance with transportation and finances. The Provincial Language Service and plain language communication ensure services remain accessible and culturally safe for all families. Across all programs, the OSNS welcomes children of all abilities, backgrounds, and learning needs—creating spaces where every child can participate, explore, and thrive.

OUR OSNS STAFF LEADERSHIP TEAM



Pictured clockwise from left:

Jordan Bytelaar
Physiotherapist and Early
Intervention Program
Supervisor

Heather Miller
Executive Director

Ginnie Weston
Early Childhood Education
Department Coordinator /
Program Manager

Jas Nahal
Director of Finance

Meg Keenleyside
Occupational Therapist and
Autism Intervention Program
Supervisor

Nita Khanal
Operations Manager

FOOD PROVIDES A SENSE OF CONNECTION



Traditional foods are an important part of wholistic wellness for First Nations people, not only for their nutritional value, but for the gathering, learning, community connection and reclaiming of traditional ways that bring cultural and spiritual fulfilment to us all. We welcome Anona Fawn Kampe (left) to our Annual Meeting, as she shares with us her aromatic Mountain Tea and savoury buns with Saskatoon jam.



"We are so grateful for everything the team, and all of OSNS, has done for Ethan"

- Melissa

The day Ethan was born in December of 2022, his two brothers waited with an ECE at our daycare program for news of his arrival. When attending OSNS himself at five months old, Ethan was part of the Early Intervention Program using Physiotherapy services. At one year old he began more Early Intervention with Speech Language and Occupational Therapy services. In 2025, Ethan moved into our 3 to 5 year-old childcare program, Kinderkids. Ethan's family has been supported through their search for medical reasons or diagnosis for Ethan's developmental delays.

Over the time we have known him, Ethan has grown and changed at his own pace. As we reflect over the past three years, the changes are huge. He has gone from learning to roll over and needing support while sitting, to standing independently and taking a few steps on his own. He is communicating his needs and wants through words, gestures, points, and facial expressions. He has such a great sense of humor and enjoys sharing laughs with others. Ethan is curious and - when he sets his mind on something - can be a very determined boy that we all enjoy spending time with.



THE OSNS BOARD OF DIRECTORS

As a non-profit organization, we are governed by a volunteer Board of Directors, comprised of members of the community. The board is actively involved in shaping the direction of our organization, monitoring organizational energy, showing leadership in a culture of collaboration and respect and improving the quality of our services. The board is a driving force in maintaining an intense focus on young children and families and ensuring a track record of effective implementation. This dynamic group of members includes educators, quality improvement leaders, financial/business leaders, parents, pediatric and family practice physicians and legal professionals.



Stacey Gagno
Board Chair



Chris Gibbons
Vice Chair



Katia Santos
Treasurer



Lisa Niedermayer
Secretary



Melia Dirk
Director



Heather Rose
Director



Dr. K. Burles
Director



Dr. G. Thangaraju
Director



Kirsten Odian
Director



Chad Mielke
Director



Board Director Dr. Kristin Burles riding with her daughter for the Miles that Matter fundraiser in May.



Caitlyn Knowles
Director



Heather Miller
OSNS Executive Director



Stephanie Beutler
OSNS Executive Assistant

OSNS ACCESS FOR SUCCESS PLAYGROUND UPGRADE

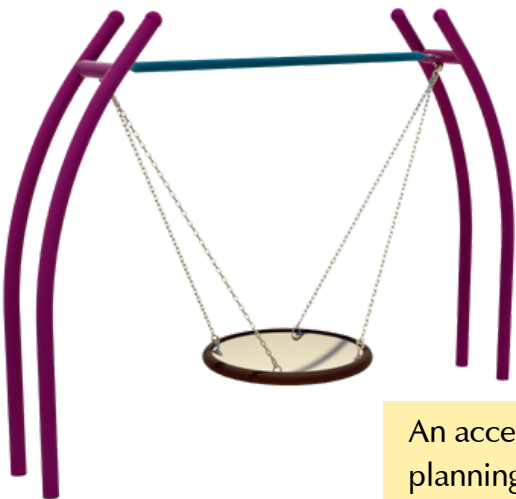
Project Update for the Sheila Bishop Memorial Fund

During Construction

Thanks to the \$3,500 raised through the 2025 Sheila Bishop Wood Bat Slo-Pitch Tournament, we were able to designate your generous donation toward the OSNS Access for Success 3–5 Playground Upgrade.



After Completion



An accessible basket swing set is currently in the planning stage and will be added as part of the next phase of playground improvements.



Holland
Van Gorp

Canada

Funded in part by the
Government of Canada's
Enabling Accessibility Fund



Anona
Kampe

Rotary

Club of Penticton Sunrise



Levi
George



Sharon Romank
&
Brian Hodson

Wildstone
CONSTRUCTION GROUP



All-Pro
Surface Solutions

OPT
SYNTHETIC GRASS

Kiwanis
CLUB OF PENTICTON

NAV
CANADA



Penticton
Lodge #49



Sheila Bishop
Memorial
Fund

IG WEALTH
MANAGEMENT



Penticton
UpperDek
Veas

CITY CENTRE
health & fitness

Nita Khanal
&
David Bellomo

Valley First



OSNS Access For Success Playground Upgrade

Thank you to our community supporters!



PERFORMANCE REPORTING

Service Hours

Physiotherapy:	4,007.25
Occupational Therapy:	2,555.75
Speech Language Pathology:	4,062.67
Behaviour Intervention:	4,417.38
Family Support Worker:	1,140.98

Behavior Consultant:	984.25
Preschool Services:	36,000
Daycare Services:	96,140
Total Service Hours - 149,308.28	

Areas Served



- Naramata
- Okanagan Falls
- Oliver
- Osoyoos
- Penticton
- Princeton
- Summerland
- Cawston
- Coalmont
- Hedley
- Kaleden
- Keremeos
- Naramata

Diversity of Languages Spoken

- English
- French
- Hindi
- Italian
- Japanese
- Malay
- Filipino
- Polish
- Punjabi
- Russian
- Spanish
- Tagalog
- Urdu
- Dutch
- Vietnamese
- Ukranian

Family Centered & Community Based Service Delivery

OSNS works hard to be present, visible, and accessible throughout our service region. We provide programs and services within our inclusive, fully accessible facility in Penticton, as well as within family's homes and community locations, including schools, health centers, childcare facilities, within other community organizations.



PERFORMANCE REPORTING

Our Child Care Programs: KinderBear, KinderCubs and KinderKids along with our PreSchool Program Kinderplace



PRESCHOOL

62 families in our Preschool Program

45% of the children attending our Preschool Program have an identified special need or have accessed early intervention services.

68% of children are transitioning from KinderPlace Preschool to Kindergarten this year.



CHILD CARE

20 families in our KinderBear and KinderCubs Infant Toddler Program

45% of the children that attend our Infant Toddler daycare program have an identified special need or have accessed early intervention services.

22 families in our KinderKids 3-5 year old Program

50% of the children that attend our 3-5 year old daycare program have an identified special need or have accessed early intervention services

CHILD CARE BC CENTRE

100% of our OSNS families access government subsidies to pay part or all of their program fees as we are a \$10 per day Child Care BC Site.

25% of the children and families attending our Preschool and Daycare programs have English as a second language (ESL)

TOGETHER TOWARDS TOMORROW

WE THANK YOU FOR YOUR SUPPORT



www.osns.org

WE ARE OSNS