



April 1, 2024 – March 31, 2025

Building Community While Building Skills

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Alink Foundation | 2024-2025
Annual Impact Report

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A MESSAGE FROM THE President

We're almost there!

In 2016, a group of Montreal families, together with many dedicated supporters, began working on a robust vision: inclusive housing and lifelong support for neurodivergent adults. We became a non-profit two years later, achieved charitable status in 2024 and have been planting the seeds for lasting change for a long while.

As I write this in late 2025, those seeds are beginning to blossom. For nearly a decade, Alink has been built by volunteers united in purpose. Now, as our seeds take root, we are preparing to welcome our first Executive Director to steward us through the next chapter of sustainable growth.

In the coming year, we also plan to launch two key housing initiatives:

- **Le Bayit** – a housing-readiness program, including life-skills training, based in a simulated duplex and created in collaboration with Les Maisons Kehilla, Agence Ometz, CIUSSS du Centre-Ouest-de-l'Île-de-Montréal and Federation CJA, with major support from the Azrieli Foundation.
- **The Arlene Fels Housing POD** – the first of our inclusive Housing PODS, named after a generous donor: small groups of young adults, trained in life skills, living together in an apartment building open to everyone and sharing support supervised by Alink. We have many more pods in development, with a goal of providing supervised housing to 40 adults by 2030.

Thanks to the dedication of our founding families and professionals, community partners, educators and volunteers and to the generosity of our donors and grantors, we're finally turning a long-nurtured dream into reality.

On behalf of our Board, I look forward to sharing how our initiatives flourish as our garden grows.

With gratitude to everyone co-creating our inclusive community here in Montreal,



Harriet Sugar Miller
President, Alink Foundation

WHO WE ARE



Alink Foundation is a charitable community organization in Montreal, Quebec – a group of families and supporters joined by a common bond: we all care passionately about adults with neurodiverse challenges, including intellectual and learning disabilities and autism spectrum disorders.

Our Vision

A society in which neurodivergent adults live meaningful and dignified lives within the community, not isolated from it

Our Mission

To support neurodivergent adults and their families by providing access to the resources they need and by building partnerships to create:

- Supportive housing resources
- Life-skills training programs
- Social and recreational activities

Our Approach

We Build Community while Building Skills, recognizing that learning is a lifelong and not a linear process, especially for those whose brains work differently.

Our grand vision is to **Think Small:** small groups of adults, matched for compatibility, who socialize, train and ultimately live together in supportive environments.

Our Values

**Respect,
Listen,
Honour:**
Everyone is different.

Empower:
Build confidence and skills.

Co-Create:
Develop partnerships; nobody can do it alone.

Drive Inclusion:
Foster participation and a sense of belonging.

YEAR IN REVIEW (2024-25): PLANTING THE SEEDS

Strategic Planning

- Updated our strategic flywheel to guide growth
- Developed action plan for key priority: housing
- Strengthened Board and engaged the next generation of family leaders



GROWING ALLIANCES & ADVOCACY



- Deepened collaborations with the Azrieli Foundation, Federation CJA, Les Maisons Kehilla, Agence Ometz, CIUSSS du Centre-Ouest-de-l'Île-de-Montréal to develop housing-related resources
- Provided family navigation support through newsletters, personal outreach and an active Facebook page; assisted the CIUSSS in designing a family support program pilot
- Policy Win: Successfully advocated for the City of Montreal to remove a major barrier to obtaining rent supplements: People with Registered Disability Savings Plans are now eligible

BÉNÉFICIAIRE DE LA
BENEFICIARY OF



Centre intégré
universitaire de santé
et de services sociaux
du Centre-Ouest-
de-l'Île-de-Montréal



PROGRAMS:

BUILDING COMMUNITY WHILE BUILDING SKILLS

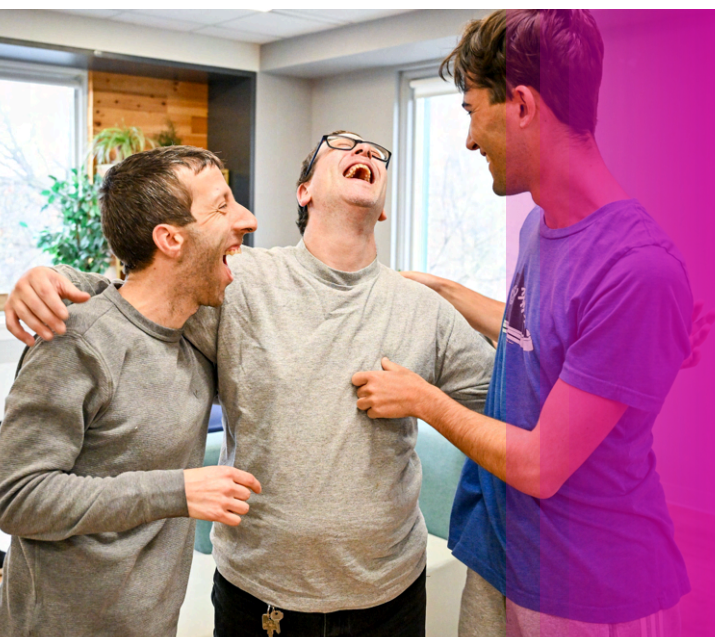
In 2024, Alink Foundation programs expanded significantly and began operating under the trade name “Ensemble Alink.”

Social-Recreational Program: Launched in 2022 with a Nova grant from the Jewish Community Foundation of Montreal and supported by the CIUSSS, our small groups social-recreational program is directed by special needs counselor Matthew Selvin and meets Sunday mornings in Ometz’s L’Annexe Centre at the Sylvan Adams YM-YWHA.

~35 young adults/week, five 8-week sessions/year (~80 hours each)

Activities: songwriting, art, fitness, “Chat with Matt”

Outcomes: stronger friendships, greater confidence



“I like the Chat with Matt because Matthew is funny, we talk about our week, and if I have any problems in my life, it helps me to discuss with our group”

– Adam

More than three-quarters of every dollar directly supports programs

Life Skills / Housing Readiness Programs: Launched this year with funding from the Azrieli Foundation, Federation CJA and the CIUSSS, our programs aim to prepare young adults to live as independently as possible.

14 young adults and their families received needs assessments from consultant Dalhia Waisgrus

14 young adults (80 hours each) learned kitchen skills

Outcomes: significant improvement in following recipes and preparing meals, greater confidence in kitchen, more active cooking at home

Planning for Le Bayit simulated duplex advanced



“I’ve seen a huge development in my daughter’s kitchen skills since she started the Alink program. She’s much more confident and independent.”

— Alink Mom

PROGRAMS:

Housing PODS

Planned Opportunities for Development and Support



2030 Goal:
Supervised housing for 40 adults

Surveyed 47 families; 4 families agreed to collaborate as first POD

Began negotiating entente with the CIUSSS for educator support in PODS (financed by Quebec's Ministry of Health and Social Services, which has approved recurrent funding to support educators for three PODS)

Developed first POD (The Arlene Fels Housing POD), launching 2025-26 with CIUSSS/MSSS funding and donor support from philanthropist Arlene Fels

Exploring additional PODS with landlords/developers, to be financed with CIUSSS/MSSS and donor support, including, among others, Canerector Foundation

FINANCIAL GROWTH: A PIVOTAL YEAR

(April 1, 2024 – March 31, 2025)

This year marked a period of remarkable growth: Revenues rose nearly sixfold – from \$33,531 to \$198,719 – driven primarily by new grant partnerships, which fueled program growth. Net assets more than tripled to \$122,000, reflecting the community’s growing confidence and investment in Alink’s mission.

In March 2025, towards the end of our fiscal year, we launched our first ever fundraising campaign, “Building Futures for Neurodivergent Adults,” led by consultant Lynn Etinson. By its closing in June, after year end, the campaign raised approximately \$240,000 from more than 130 donors.

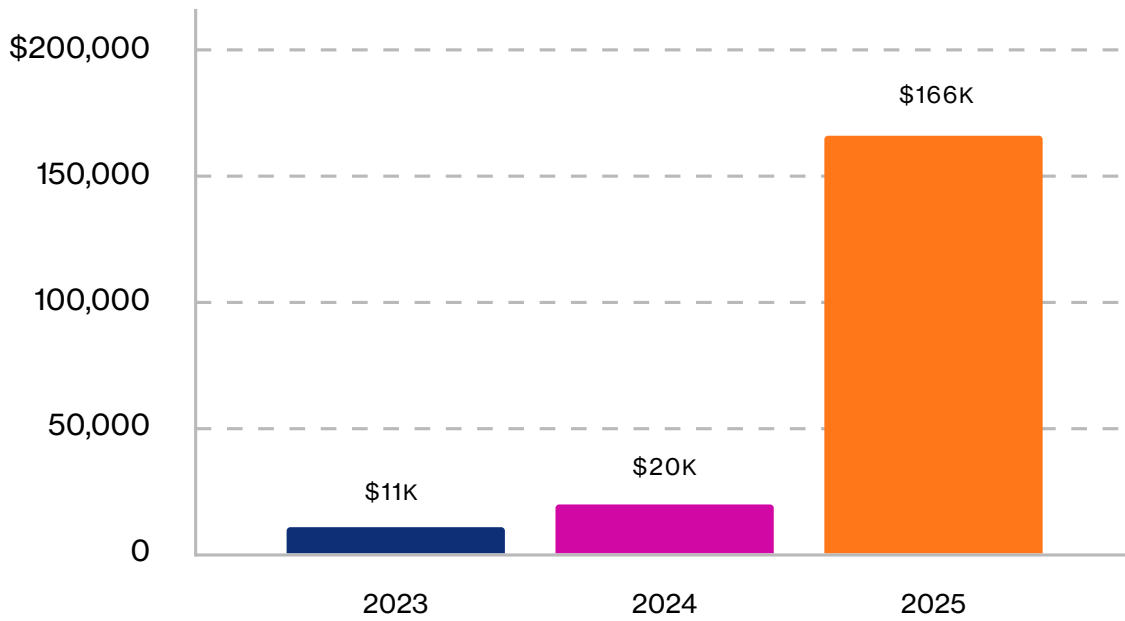
With our first audit now completed, Alink has established a solid foundation for long term sustainability and growth.

Statement of Operations

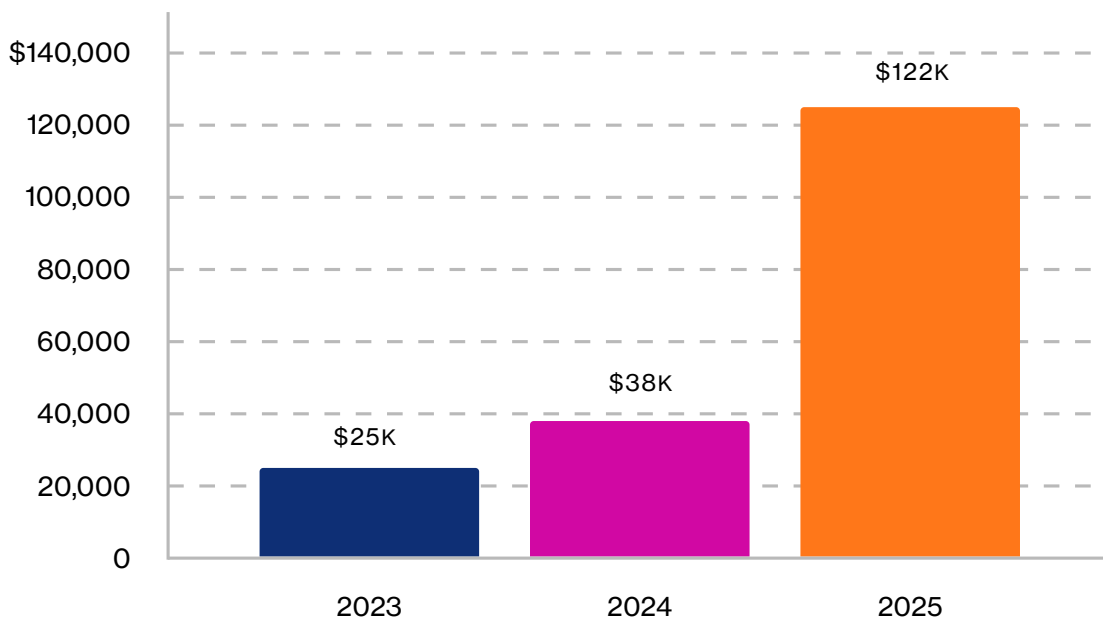
Revenues	2024-25 (audited)	23-24 (unaudited)
Donations / Grants*	\$166,056	\$19,375
Registration and Membership Fees	\$32,663	\$14,156
Total Revenues	\$198,719	\$33,531
Expenses		
Programs (staff, supplies, rent)	\$82,413	\$20,711
Professional Fees	\$20,728	\$75
Marketing	\$1,363	–
Administrative	\$5,331	\$210
Insurance*	\$4,422	–
Bank Charges and Interest	\$584	\$105
Total Expenses	\$114,841	\$21,101
Excess of Revenues over Expenses	\$83,878	\$12,430

*2024-25 includes a \$50,000 grant receivable, which was committed before and received after year end. 2023-24 covered a 10-month fiscal year (June 1 – March 31) due to a change in year-end. Insurance premiums, typically paid in April, fell outside that period and are not reflected in 2023–24 expenses.

Grants & Donations (2023-2025)



Net Assets (2023-2025)



Figures include a \$50,000 grant receivable recognized as revenue in 2024–25 and received after year end.



LOOKING AHEAD: BLOSSOMING IN 2025 – 26

In the coming year, we plan to

- Hire our first **Executive Director** to cultivate the next chapter of sustainable growth
- Open the first of our **Housing PODS**: The Arlene Fels Housing POD
- Secure commitments to real estate and rent supplements for the next PODS
- Launch **Le Bayit** housing readiness program in a simulated duplex
- Expand **life skills** and **social programs** at Ometz's L'Annexe Centre
- Introduce **UCLA's PEERS** evidence-based social skills training program

“I attend a lot of programs and Alink is my favourite.”

– Carly



THANK YOU

The name “Alink” captures our philosophy: Create alliances for inclusion. We couldn’t do that without your support.

To every donor, partner, educator, volunteer, other supporter and family member: **Thank you** for helping build meaningful futures for our neurodivergent adults.

S’allier pour l’inclusion!

Help us continue to build skills, create homes, forge alliances

Every donation enriches the lives of neurodivergent adults and their families by helping Alink deliver high-quality programs and create much-needed housing resources.



Scan
to Donate

Thank you to our 2025 community of supporters. Your generosity makes a lasting impact.

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Arlene Fels
The Canerector Foundation

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Sherri & Eric Kimmel and family
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The Joanna Kubow & Jon Silver Family
Dr. Kathy Myron & Jonathan Sigler
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David Pelchat

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Ronit & Noah Stern
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Randee Barer
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Building Futures for Neurodivergent Adults

Creating Alliances for Inclusion

Learn more

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