GLADNET Annual General Meeting 2016

On-Line

December 13, 2016
AGENDA

• Approval of Minutes of Prior AGM meeting (January 14, 2016) – Poll 1
• GLADNET Chair Report (Fabrizio Fea, GLADNET Chair)
• GLADNET Budget and Finances (Thomas Golden, GLADNET Secretary/Treasurer)
  - Overview and approval of 2015 Auditor’s Report – Poll 2
  - Budget to date for 2016
  - Approval of budget for 2017 – Poll 3
  - Appointment of Auditors – Poll 4
• GLADNET Board Succession Planning for 2017 (Election Committee, Michael Kamp)
  - Election proceedings of New Board Members
• The future of GLADNET 2017 Activities
  - Use of the GLADNET InfoBase
  - Other potential additional activities for 2017
    • Further Development Marketing Strategy
    • Increasing student involvement
    • Cooperation with International Organizations
    • Developing Research Networks
    • Increasing membership
Poll: Motion 1

• Approval of Minutes of Prior AGM meeting (January 14, 2016)
GLADNET Chair’s Report 2016

Fabrizio Fea
GLADNET Membership 2016

• GLADNET members have an important role in supporting the organisation in its mission to promote disability policy and program reform with an emphasis on integrated training and employment options for working age persons with disabilities worldwide.
• GLADNET members are entitled to join in discussing policy and good practice with their colleagues through the GLADNET LinkedIn discussion group.
• GLADNET members have the opportunity to submit documents to add to the database.
• By joining its Board, GLADNET members can make a genuine contribution to international developments in the field of employment, training and disability
GLADNET Membership

There are several ways to become a member of GLADNET

• **Individual:** The fee is still fixed at $200 US per annum and has been for over 8 years to make it easier for individuals to afford the cost.

• **Group 5:** For a fee of $750, an organisation can specify five colleagues for full membership rights (25% discount).

• **Group 10:** For a fee: $1000, 10 people can have access to full membership privileges (50% discount).

• **Honorary Membership:** For individuals who have made a significant contribution to the organisations
Current Membership Status

Total membership: 19 people

- 9 Individual members
- 1 Group 10 members
- 0 Group 5 members
- 3 Honorary members:
  - Aldred Neufeldt
  - Carl Raskin
  - Trevor Parmenter
GLADNET Services 2016

• Website Statistics:
  – 3,055 visits; 5,743 page views

• GLADNET InfoBase:
  – 76,079 full-text downloads
  – 573 records in GLADNET collection, which have been downloaded a total of 594,638 times
  – 5 uploads in 2016 with over 40 more in process; permissions have been requested, waiting for approvals

• GLADmail:
  295 listserv members; 125 emails sent

• UNCRPD Resource base
• GLADNET YouTube:
  – 1,805 views total. Most (1,018) are the Marc Gold video, followed by Walgreens: What Works (716) and Jobsupport Awards (63)

• GLADNET Linkedin:
  – Started among board members
  – group now includes 35 members
Social Media

• Facebook: 101 likes, 32 posts

• Twitter: 163 followers, 15 tweets
GLADNET Activities

Strong focus on:

• UNCRPWD in general
• Article 27 - Work and employment;
• Article 28 - Adequate standard of living and social protection;
• Article 32 - International cooperation in the areas of training, work and employment.
• UNCRPWD Database of resources
GLADNET Activities

• Participation in:
• EASPD Meeting in Barcelona, Spain;
• Research Group EHESP Paris related to employment of persons with disabilities in the public sector
• An option for the 2017 June Belfast World Conference on Supported Employment?
Cooperation with other organizations

- Started with a first inquiry for specific themes. Outcomes:
  - transition from sheltered to open employment
  - transition from school to work.

- Based on these outcomes preparation of a thematic issue of the Journal of Vocational Rehabilitation (JVR) on “Transition from Sheltered to Open Employment.” End 2016. Parallel forum discussion on this issue.

- Based on results further developments related to themes. Objective is to find possibilities for cooperation with Universities and Research Centres.
• GLADNET has established cooperation links with many International Organizations.

• In 2015 Cooperation with the World Association for Supported Employment (WASE) in dissemination of the new DVD on Supported Employment (sponsored by the ILO)

• Cooperation on the theme “Transition from Sheltered to Open Employment” with EASPD and EUSE.
Administrative Team – Cornell

• Maria Hopko, Administrative Manager
• Norma Gunn, Financial Manager
• Jeff Trondsen, Web Manager
• Susanne Bruyère, Extraordinary Board Member
• Thomas Golden, Treasurer/Secretary

Thank you so much for your terrific work in GLADNET!!
GLADNET Budget and Finances

Thomas Golden
Treasurer/Secretary
Summary of GLADNET Audited Accounts 2015
GLOBAL APPLIED DISABILITY RESEARCH NETWORK ON EMPLOYMENT AND TRAINING  
(GLADNET Association)  
(Stated in U.S. Dollars)

Statement of Financial Position

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Current assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and short-term investments (Note 3)</td>
<td>$31,228</td>
<td>$28,876</td>
</tr>
<tr>
<td><strong>$31,228</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Liability and Net Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Current liability</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounts payable and accrued liabilities</td>
<td>$3,527</td>
<td>$3,307</td>
</tr>
<tr>
<td><strong>$31,228</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Net Assets  

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Unrestricted</strong></td>
<td>27,701</td>
<td>25,569</td>
</tr>
<tr>
<td><strong>$31,228</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Approved On Behalf Of The Board:

___________________________________ Director
## Global Applied Disability Research and Information Network on Employment and Training

### Statement of Operations

For the year ended December 31

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenue</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Memberships</td>
<td>$3,700</td>
<td>$9,150</td>
</tr>
<tr>
<td>ILO Grant</td>
<td>4,500</td>
<td>-</td>
</tr>
<tr>
<td>Webinars</td>
<td>75</td>
<td>600</td>
</tr>
<tr>
<td>Interest</td>
<td>50</td>
<td>48</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td>8,325</td>
<td>9,798</td>
</tr>
</tbody>
</table>

|                      |       |       |
|                      |       |       |
| **Expenses**         |       |       |
| Bank charges and interest | 20     | -    |
| Contract services    | 3,386 | 5,603 |
| Office               | 12    | 8     |
| Professional fees    | 2,775 | 1,625 |
| **Total Expenses**   | 6,193 | 7,236 |

|                      |       |       |
|                      |       |       |
| **Excess of revenue over expenses** | $2,132 | $2,562 |
## GLOBAL APPLIED DISABILITY RESEARCH NETWORK ON EMPLOYMENT AND TRAINING
(GLADNET Association)
(Stated in U.S. Dollars)

Statement of Changes in Unrestricted Net Assets

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>For the year ended December 31</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Balance at beginning of year</td>
<td>$25,569</td>
<td>$23,007</td>
</tr>
<tr>
<td>Excess of revenue over expenses</td>
<td>2,132</td>
<td>2,562</td>
</tr>
<tr>
<td>Balance at end of year</td>
<td>$27,701</td>
<td>$25,569</td>
</tr>
</tbody>
</table>
### Statement of Cash Flows

For the year ended December 31

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Operating activities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Receipts</td>
<td>$8,275</td>
<td>$9,550</td>
</tr>
<tr>
<td>Interest income</td>
<td>49</td>
<td>48</td>
</tr>
<tr>
<td>Operating payments</td>
<td>(5,972)</td>
<td>(7,613)</td>
</tr>
<tr>
<td><strong>Increase in cash and cash equivalents</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>2,352</td>
<td>1,985</td>
</tr>
<tr>
<td><strong>Cash and cash equivalents at beginning of year</strong></td>
<td>28,876</td>
<td>26,891</td>
</tr>
<tr>
<td><strong>Cash and cash equivalents at end of year</strong></td>
<td>$31,228</td>
<td>$28,876</td>
</tr>
</tbody>
</table>
Poll: Motion 2

• That the meeting accepts the GLADNET Audited Accounts 2015
  – Proposed by Thomas Golden
## Budget 2016 Year to Date

### BUDGET As of December 08, 2016

**GLADNET - Income Statement**

<table>
<thead>
<tr>
<th>Item</th>
<th>BUDGETED 2016</th>
<th>YTD As of 12/08/2016</th>
<th>ACTUAL As of 12/31/2015</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>EXPENSES</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>INDIVIDUAL MEMBERSHIPS (@ $200 each)</td>
<td>(20) $ 4,000</td>
<td>$ 1,798</td>
<td>(3) $ 2,400</td>
</tr>
<tr>
<td>STUDENT MEMBERSHIPS (@ $100 each)</td>
<td>(1) $ 100</td>
<td>-</td>
<td>$ 100</td>
</tr>
<tr>
<td>GROUP 5 MEMBERSHIPS (@ $750)</td>
<td>(1) $ 750</td>
<td>-</td>
<td>$ -</td>
</tr>
<tr>
<td>GROUP 10 MEMBERSHIPS (@ $1,000)</td>
<td>(2) $ 2,000</td>
<td>$ 1,000</td>
<td>$ 1,000</td>
</tr>
<tr>
<td>DEFERRED MEMBERSHIPS 2016 APPLIED TO 21-FEE</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>WEBINAR REVENUE (@$75/participant)</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>HONORARIAN</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>GRANT REVENUE</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>SPONSORED REVENUE</td>
<td>-</td>
<td>$ 1,540</td>
<td>$ 4,500</td>
</tr>
<tr>
<td><strong>TOTAL REVENUE</strong></td>
<td>$ 6,850</td>
<td>$ 4,338</td>
<td>$ 8,000</td>
</tr>
</tbody>
</table>

### ESTIMATED EXPENSES

<table>
<thead>
<tr>
<th>Item</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gladnet Administration</td>
<td>$ 7,000</td>
</tr>
<tr>
<td>Bank Charges &amp; Wire Fees</td>
<td>$ 100</td>
</tr>
<tr>
<td>GLADNET Exec. Conf. Call &amp; Internet (Website fee)</td>
<td>$ 20</td>
</tr>
<tr>
<td>GLADNET Representative Travel</td>
<td>$ -</td>
</tr>
<tr>
<td>GLADNET IDMHRN Refreshments</td>
<td>$ -</td>
</tr>
<tr>
<td>Professional Fees (Audit)</td>
<td>$ 1,625</td>
</tr>
<tr>
<td>Office expense (postage, supplies)</td>
<td>$ 50</td>
</tr>
<tr>
<td><strong>TOTAL ESTIMATED EXPENSES</strong></td>
<td>$ 8,775</td>
</tr>
</tbody>
</table>

### EST. NET EXCESS (DEF.) REVENUE OVER EXPENSE

<table>
<thead>
<tr>
<th>Item</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>EST. NET EXCESS (DEF.) REVENUE OVER EXPENSE</td>
<td>$ (1,925)</td>
</tr>
</tbody>
</table>

| 117 | $ 1,277 |
## Planned Budget 2017

### BUDGET (PROPOSED)

<table>
<thead>
<tr>
<th></th>
<th>BUDGETED 2017</th>
<th>YTD As of 12/08/2016</th>
<th>YTD As of 12/31/2015</th>
<th>ACTUAL As of 12/31/14</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>EXPENSE: REVENUE</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>INDIVIDUAL MEMBERSHIPS (@ $200 each)</td>
<td>(20) $ 4,000</td>
<td>$ 1,798</td>
<td>$ 2,400</td>
<td>$ 5,400 (27)</td>
</tr>
<tr>
<td>STUDENT MEMBERSHIPS (@ $100 each)</td>
<td>(1) $ 100</td>
<td>$ -</td>
<td>$ 100</td>
<td>$ -</td>
</tr>
<tr>
<td>GROUP 5 MEMBERSHIPS (@ $750)</td>
<td>(1) $ 750</td>
<td>$ -</td>
<td>$ -</td>
<td>$ 750 (1)</td>
</tr>
<tr>
<td>GROUP 10 MEMBERSHIPS (@ $1,000)</td>
<td>(2) $ 2,000</td>
<td>$ 1,000</td>
<td>$ 1,000</td>
<td>$ 3,000 (3)</td>
</tr>
<tr>
<td>DEFERRED MEMBERSHIPS 2015 APPLIED TO</td>
<td>$ -</td>
<td>$ -</td>
<td>$ -</td>
<td>$ 100 (1)</td>
</tr>
<tr>
<td>WEBINAR REVENUE (@$75/participant)</td>
<td>$ -</td>
<td>$ -</td>
<td>$ -</td>
<td>$ 600 (7)</td>
</tr>
<tr>
<td>HONORARIUM</td>
<td>$ -</td>
<td>$ -</td>
<td>$ -</td>
<td>$ -</td>
</tr>
<tr>
<td>GRANT REVENUE</td>
<td>$ -</td>
<td>$ -</td>
<td>$ -</td>
<td>$ -</td>
</tr>
<tr>
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<td>$ 1,540</td>
<td>$ 4,500</td>
<td>$ -</td>
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<tr>
<td><strong>TOTAL REVENUE</strong></td>
<td>$ 6,850</td>
<td>$ 4,338</td>
<td>$ 8,000</td>
<td>$ 9,850</td>
</tr>
</tbody>
</table>

### ESTIMATED EXPENSES

<p>| | | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Gladnet Administration</td>
<td>$ 7,000</td>
<td>$ 4,190.52</td>
<td>$ 6,896</td>
<td>$ 7,687</td>
</tr>
<tr>
<td>TOTAL SALARIES</td>
<td>$ 7,000</td>
<td>$ 4,190.52</td>
<td>$ 6,896</td>
<td>$ 7,687</td>
</tr>
<tr>
<td>Webinar Captioning &amp; Marketing</td>
<td>$ -</td>
<td>$ -</td>
<td>$ -</td>
<td>$ -</td>
</tr>
<tr>
<td>Bank Charges &amp; Wire Fees</td>
<td>$ 100</td>
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<td>$ 20</td>
<td>$ -</td>
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<td>$ -</td>
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<tr>
<td>GLADNET Representative Travel</td>
<td>$ -</td>
<td>$ -</td>
<td>$ -</td>
<td>$ -</td>
</tr>
<tr>
<td>GLADNET IDMPN Refreshments</td>
<td>$ -</td>
<td>$ -</td>
<td>$ 1,625</td>
<td>$ 1,600</td>
</tr>
<tr>
<td>Professional Fees (Audit)</td>
<td>$ 3,000</td>
<td>$ -</td>
<td>$ 11</td>
<td>$ 8</td>
</tr>
<tr>
<td>Office expense (postage, supplies)</td>
<td>$ 50</td>
<td>114.1</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**TOTAL ESTIMATED EXPENSES** | $ 10,150       | $ 4,222              | $ 8,552              | $ 9,295              |

**EST. NET EXCESS (DEF.) REVENUE OVER EXPENSE** | $ (3,300)      | $ 116                | $ (552)              | $ 555                |
Poll: Motion 3

• That the meeting accepts the GLADNET planned budget for 2017
  – Proposed by Thomas Golden
Poll: Motion 4

• That McIntyre and Associates Professional Corporation is approved as the Auditors for GLADNET for 2016
  – Proposed by Thomas Golden
GLADNET Board Succession Planning for 2017
Members of the Election Committee 2017

• Michael Kamp, Chair
• Susanne Bruyère, Extraordinary Board Member
Board members that can be re-elected for a new term

• Wendy Coduti (ending 1\textsuperscript{st} term)
• Borja Jordan de Urries Vega (ending 1\textsuperscript{st} term)
• Jun Yaeda (ending 2\textsuperscript{nd} term)

They will be asked to a new term.
Proposed Board Members 2017

Board vacancies

• Members will be asked to put their name forward or other names as a candidates, on behalf of the election committee.
The future of GLADNET 2017 Activities
GLADNET Activities 2017

- Webinars 2017: depending on input for items
- Update GLADNET InfoBase
- Strengthen co-operation with International Organizations on a practical basis, e.g. cooperation related to conferences/workshops
- Increasing student involvement
- Building Research Networks
- If applicable, participating in Research Activities
- Developing a Research Agenda related to thematic approaches and possibilities of cooperation with Universities and Research Centres
GLADNET Activities 2017

• Involvement of GLADNET in European Research Programs in cooperation with partners/members
• Building of a network researchers/organizations (this can have as a result new GLADNET members, etc.)
• Thematic discussions: e.g., barriers related to transition to the open labor market; employment of persons with disabilities in the public sector
• Looking at options and possibilities of increasing involvement of members in activities
• Intensify the use of social media
• Further development of the marketing strategy
GLADNET Activities 2017

• Dissemination of information from the international organizations
• Participation in the Standing Committee on Employment of EASPD
• Learn more about “Alternation school-work” (i.e., Italian legislation)
• Barriers which inhibit transition from school to work
• Other activities to be decided by the partners
• Increasing Membership
Any Other Business
THANK YOU FOR YOUR KIND ATTENTION!