



*Tomorrow's Voices*  
BERMUDA AUTISM EARLY INTERVENTION CENTRE

(REGISTERED CHARITY #816)

2010  
ACCOMPLISHMENTS

MAJOR DONOR  
The Lancashire Foundation

2010 SUPPORTING DONORS

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*Working Hard Today for Tomorrow's Voices*

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## **NEW CLIENTS ~ DECEMBER 2009/JANUARY 2010**

Tomorrow's Voices (TV) closed 2009 with a bang and begun 2010 excitedly by expanding our programme to accept new clients. As a result we were able to bring on 2 additional clients immediately. Through the hiring of our new Director, Dr. Kimberly Mills, and the addition of new and revised posts, we currently have capacity to accept at least 5 additional clients which we are actively promoting.

## **INTERNATIONAL PROJECT ~ JANUARY/FEBRUARY 2010**

Tomorrow's Voices was invited to participate in an international project developed by the NLM Family Foundation called Autism Around the Globe. Autism around the Globe is an interactive web-based project which focuses on raising public awareness of how autism affects those in different parts of the world. We were asked to share our compelling personal stories about how our life has been affected somehow by autism. We highlighted how the Lancashire Foundation helped us to build the dream. The website features multiple perspectives, highlighting the thoughts and experiences of parents, siblings, and individuals with autism themselves as well as educators, researchers, social workers, therapists, and other professionals.

## **PARENT SUPPORT GROUP & TRAINING ~ FEBRUARY 2010**

Tomorrow's Voices launched its monthly parent training and support group at the Centre in February. The forum gives parents an opportunity to discuss issues that may be coming up at home or school that they need some help with and also allows them the opportunity to listen to other parents that may be going through the same things as they are. Training is also given on specific techniques for managing their children's behaviours.

## **FACE TO FACE AUTISM AWARENESS CAMPAIGN ~ MARCH 2010**

Tomorrow's Voices launched our very first Autism Awareness campaign which highlighted everyday people in the community and how Autism has impacted their lives. The campaign which featured parents, therapists, and relatives of children with autism was a great success and just connected the audience with the realization that someone you might know is "Face To Face" with autism.

## **HANDS ACROSS BERMUDA SUPPLEMENT ~ MARCH 2010**

In order to continue to raise awareness about Autism and Tomorrow's Voices we were one of the charities featured in the first edition created by the Royal Gazette. The supplement highlighted TV's services as well as the TV Board and upcoming events.

## **AUTISM AWARENESS PUZZLE PIECE WINDOW DISPLAYS ~ MARCH 2010**

In preparation for and promotion of Autism Awareness month in April and to get more retailers on board for Eat Shop Give 2010, we partnered with store owners to display large Autism Awareness puzzle pieces in their shop front windows. We had over 20 stores participate in this awareness campaign, with most of the stores located within the City of Hamilton.

## **GET YOUR PRAISE ON RADIO SHOW ~ MARCH 2010**

Through the generous donations of author Kandi White, Tomorrow's Voices was invited to appear on the Get Your Praise On radio show with Leroy Simmons. Board member Angela Tota-Francis and Therapist Mona Wierzbicki represented Tomorrow's Voices and Autism well and did an excellent job at educating the public on the disorder.

## **EAT! SHOP! GIVE! 2010 FUNDRAISER (ESG) ~ APRIL 2010**

Spearheaded by our Events Chairperson, Mrs Carmen Phillips, this event continues to be a success within Bermuda. This was our second year to run the unique fundraiser. 2010 saw over 100 vendors taking part in providing discounts, added values, or free giveaways to whomever showed their ESG discount cards. Tomorrow's Voices had ESG booths located at specific areas in Hamilton where people could donate \$10 and receive the cards. The response this year was phenomenal. Along with the community being able to purchase cards on their own, we also approached companies to purchase groups of cards for their staff. This was also very successful with over 15 companies coming on board and donating for cards to their staff. We were able to raise over \$23,000 with this fundraiser.

## **TV ROYAL GAZETTE SUPPLEMENT ~ APRIL 2010**

Tomorrow's Voices had the opportunity to again highlight our services and successes in a Royal Gazette Supplement this year. The 4 page spread took interviews from TV parents, staff and also para-educators that work with our clients in a school setting. It was refreshing to read in the supplement how TV has helped one of our clients become closer at home with her family and the parents seeing a great change in the child since she has been at TV. The articles were very rewarding to the Board and staff as it was great reading how our services are making great impacts on families.

## **ARGUS HEALTH FAIR ~ APRIL 2010**

Tomorrow's Voices staff and Board members manned the TV booth at the Argus Health Fair which featured large Autism Awareness puzzle pieces as the back drop. The TV booth hosted a number of teaching materials and video footage of our staff in action. Hundreds of attendees stopped by the booth and saw first-hand the teaching techniques that are used to help our clients.

## **BLUEPRINT ON EDUCATION ~ MAY 2010**

Tomorrow's Voices provided comprehensive comments and recommendations on the Ministry of Education's blueprint on education released to the public in May. We solicited feedback and perspectives from our parents, board members, and staff prior to making the submission which focused on the lack of equality and services for children with special needs.



### **BERMUDA CABLEVISION AWARD ~ MAY 2010**

Tomorrow's Voices Chairwoman, Mrs. Erica Smith, was honoured with the Cablevision Community Excellence Award for her charitable contributions to the community, specifically her contribution to Tomorrow's Voices. TV staff and clients were present at the awards presentation and officials including the Minister of Education and the Minister of Telecommunications and E-Commerce were able to see firsthand the contributions made by Mrs Smith to those with autism. It was another opportunity to highlight the work of TV, raise our profile, and spread awareness about autism. As a result of the Award, Bermuda Cablevision made a generous donation to the centre.



### **SEX AND THE CITY II PREMIER NIGHT FUNDRAISER ~ MAY 2010**

This was another fund raising event spearheaded by our Events Chair, Mrs Carmen Phillips. This fundraiser saw Tomorrow's Voices host the premier night of the Sex and The City II movie. With two movie viewings at Speciality Cinema and two pre-movie cocktail parties at Lusso, hundreds of attendees showed their support for TV by purchasing their tickets to the events. The movie was preceded by a 30-second PSA featuring the children of Tomorrow's Voices, thanking the patrons for their support.

### **CARBONE CLINIC ~ MAY 2010**

Tomorrow's Voices new Director and new Assistant Therapist attended training at the internationally-renowned Carbone Clinic in New York under the leadership of Dr. Vincent Carbone. As TV is modeled after the Carbone Clinic it gave them the opportunity to be trained by the very best and have first-hand knowledge and exposure to Verbal Behaviour Therapy. TV continues to have a working relationship with the Carbone Clinic.

### **CENSUS 2010 ~ MAY 2010**

Through Tomorrow's Voices lobbying for the first time the island-wide census contains a question on autism spectrum disorders. Bermuda will finally have baseline data on the incidence rate on island!

### **ABAI 2010 CONVENTION ~ MAY/JUNE 2010**

Tomorrow's Voices staff attended the 36th Association for Behavior Analysis International Convention in San Antonio, Texas in order to keep current with information and best-practice techniques in the world of behaviour analysis. The staff had access to content from 1,552 submissions, including 683 posters, 294 panels and symposia, 228 papers, 30 invited addresses, 13 invited tutorials, 54 business meetings, 17 reunions, 26 special events, 124 Expo posters, and 83 workshops. There were abundant opportunities to learn and share about the science, practice, education, and professional issues in behavior analysis.

### **THAT'S WHAT FRIENDS ARE 4 - RAFFLE FUNDRAISER ~ JUNE 2010**

Following the theme of Sex and the City, Tomorrow's Voices sponsored a raffle which embraced the essence of friendship, and offered participants "The Summer of Their Life". Two grand prize winners won packages of prizes designed to share with four persons of their choice. We were able to raise over \$18,000 with this fundraiser.

### **NEW DIRECTOR AT TV ~ JUNE 2010**

Tomorrow's Voices welcomed new Director Dr. Kimberly Mills to the staff. Dr. Mills has nearly 20 years of experience working with youth with varying educational exceptionalities including autism, giftedness, emotional disturbances and behavior disorders, learning disabilities, mild, moderate and severe intellectual disabilities, ADD and ADHD, traumatic brain injuries, Aspergers syndrome and more. Her knowledge and experience will go a long way in growing TV.

### **CAPITAL G ANNUAL GIVING BACK RECEPTION ~ JUNE 2010**

As one of the recipients of the Capital G Charitable Giving Back program, TV was invited to attend their Annual Giving Back reception. Stakeholders from various charities were present at the reception and it gave TV the opportunity to network with other charities and brainstorm on future collaborations. It also gave us the opportunity to introduce our new Director to colleagues in the non-profit arena.

### **TV AS A COMMUNITY PARTNER FOR SERVICES ~ JUNE 2010**

Tomorrow's Voices proposed to the Department of Child and Adolescent Services' Autism Clinic that a multidisciplinary team of autism providers be brought together under Child & Adolescent Services to discuss Autism practices in the community. As a result of the proposal this team was convened.

### **PARENT AND COMMUNITY RESOURCE STATION ~ JUNE 2010**

In order to provide parents and community with a dedicated place to study and research on Autism, a Parent and Community Resource Station was established at Tomorrow's Voices. This station consists of a desktop, monitor, and printer.

### **HOSTING INTERNS ~ JUNE 2010**

Tomorrow's Voices hosted interns from the Department of Child and Adolescent Services. Interns were provided a general overview on autism, Applied Behavior Analysis, and the Verbal Behaviour method as well as what Tomorrow's Voices offers to the community.

### **A.B. DOLCE PRODUCTIONS FUNDRAISER ~ JULY 2010**

Bermudian clothing designer Amon Butler (A.B. Dolce Productions) as well as other designers from overseas visited the Centre as a prelude to their Annual Fashion Show held at the City Hall Theatre. Part proceeds from the show were donated to TV. TV Board members and volunteers also had a concession stand at the show which raised funds towards the Centre's operations. This presence allowed us once again to raise our profile.





### **ACE DAY OF SERVICE ~ JULY 2010**

Summer students from ACE gave a day of service back to the community. As a result approximately 20 volunteers came to centre to paint walls and beautify the centre. This opportunity was facilitated through the Centre of Philanthropy.

### **POTENTIAL PARTNERSHIP WITH MINISTRY OF EDUCATION ~ JULY 2010**

Tomorrow's Voices held executive level presentations with key Ministry of Education personnel in an effort to facilitate research-based autism practices within the Department of Education and in the country of Bermuda. A proposal for consultancy and fee for service work was presented to the Commissioner of Education and is being actively considered.

### **POTENTIAL PARTNERSHIP WITH BERMUDA COLLEGE ~ JULY 2010**

Tomorrow's Voices was invited by Bermuda College executives to discuss how Tomorrow's Voices could assist in the development of an Autism Curriculum/Certification for Bermuda teachers. This partnership and programme is actively being developed.

### **TOMORROW'S VOICES TRAINING INSTITUTE ~ AUGUST 2010**

Tomorrow's Voices launched its year-long training institute under the leadership of our new Director Dr. Kimberly Mills. She hosted the first in a series of training workshops entitled "Best Practices in Special Education". These workshops are being held monthly at the Bermuda College and are a collaboration between the Bermuda College, the Reading Clinic and the Bermuda Educators Council (BEC). All attendees completing the courses will gain BEC credits towards their yearly professional development certification. Nearly 25 people attended this workshop.

### **TV 2010 SUMMER CAMP PROGRAMME ~ AUGUST 2010**

Tomorrow's Voices hosted its second annual TV Summer Camp Programme for young people with autism which saw six children participate. The programme grew from 2009 in its approach to teaching clients in a more relaxed setting while also incorporating some elements of one-on-one instruction. The Summer Programme allows Tomorrow's Voices the opportunity to serve clients who may be on our waiting list or unable to participate in our year-long programme.

### **THE DUKE OF EDINBURGH'S AWARD IN BERMUDA COLLABORATION ~ AUGUST 2010**

Through discussions between Tomorrow's Voices Director, Dr. Kimberly Mills and Duke of Edinburgh Award National Director, Mrs. Tina Nash, TV has become an official Duke of Edinburgh approved activity provider. Students enrolled in the Duke of Edinburgh Award programme can receive skills or service hours towards obtaining their Duke of Edinburgh Award if they choose to volunteer their time assisting at TV.

### **SUMMER STUDENTS ~ AUGUST/SEPTEMBER 2010**

Tomorrow's Voices had the opportunity to have 4 summer students participate in our program this summer. Two of the summer students who just graduated from Bermuda High School spent the summer assisting the TV staff with daily objectives and goals, learning about the ins and outs of the Centre and providing support to the clients during the summer programme. The other two summer students, both attending University already, also assisted with the daily Centre schedule, assisting the therapist with teaching clients and the summer programme. All the summer students were a great resource to the Centre and we intend to continue with hiring summer students each year.

### **MINISTRY OF HEALTH VISIT TO TOMORROW'S VOICES ~ SEPTEMBER 2010**

Minister of Health, Hon. Walter Roban, JP, MP, Permanent Secretary of Health Warren Jones, and Chief Medical Officer Dr. John Cann visited TV. It was a very successful visit and they learned a lot in a short period of time. It gave the Minister and the policy makers an opportunity to see first-hand what we do, why it is important, and how their grant to us has made a difference. They provided us with some great feedback, ideas and opportunities to follow up on. We received follow-up from the Permanent Secretary with regard to a visit to TV from the policy makers at the National Office for Seniors and the Physically Challenged and also input into a Developmental Disability report they are compiling.

### **TOMORROW'S VOICES TRAINING INSTITUTE ~ SEPTEMBER 2010**

Tomorrow's Voices held their second workshop in the yearlong training institute entitled "Autism 101". This workshop hosted nearly 70 members of the community, ranging from the Ministry of Education staff, OT's, SLP, PT's, parents and other Allied Health providers.

### **ADULT EDUCATION CENTRE TRAINING ~ SEPTEMBER 2010**

TV Director, Dr. Kimberly Mills provided a private training for the Adult Education Centre on school failure and future social problems. The feedback from the workshop was very positive and an ongoing relationship with the Adult Education Centre continues. Through the relationship we are actively looking at securing funding in order to undertake a study tour to best-practice examples overseas.

### **DAME MARJORIE BEAN HOPE ACADEMY TRAINING ~ SEPTEMBER 2010**

TV Director, Dr Kimberly Mills and TV Therapist, Mona Wierzbicki provided a private training for all Dame Marjorie Bean Hope Academy staff. The workshop entitled "Principles of Applied Behavioral Analysis and Dealing with Problem Behavior" was well received by the staff and an ongoing relationship continues with DMBHA and TV.

### **NEW POSTS ~ SEPTEMBER 2010**

Tomorrow's Voices created additional Assistant Therapist posts and hired both full-time and part-time staff in order to have capacity to expand our services. This has enabled us to provide the new services and accomplish the new projects we have outlined above including having the capacity to take on additional clients, implement the yearly training institute, host parent support & training group, provide outreach consultation and training services, etc.





### **TOMORROW'S VOICES TRAINING INSTITUTE ~ OCTOBER 2010**

Tomorrow's Voices held their third workshop in the yearlong training institute entitled "Applied Behavioral Analysis & The Verbal Behavior Approach". Held at the Bermuda College this workshop saw over 50 educators, allied health professionals and parents attend this event.

### **CARBONE CLINIC CONSULTATION ~ OCTOBER 2010**

Tomorrow's Voices' overseas consultant from the Carbone Clinic, Ms. Marietta Janecky came to Tomorrow's Voices to train new employees, conduct an audit, inspect TV books, data systems and programmes. We received an excellent review from the New York institution.

### **ACE VOLUNTEER DAY ~ OCTOBER 2010**

Volunteers from the ACE followed up on their visit back in July and came back to Tomorrow's Voices to paint walls, clean toys and beautify the kitchen. The kitchen was painted with images of bright fruits and vegetables.

### **ST. DAVID'S PRIMARY SCHOOL TRAINED ~ NOVEMBER 2010**

Executive Director Dr. Kimberly Mills and Senior Verbal Behavior Therapist Mona Crabtree trained the entire staff at St. David's Primary on Applied Behavior Analysis and Strategies on the Reduction of Problem Behavior. Bermuda Educators Council professional development credits were awarded.

### **MINISTRY OF EDUCATION BEHAVIOR THERAPIST TRAINED ~ NOVEMBER 2010**

Tomorrow's Voices was contracted by the Ministry of Education to provide two workshops on Data Collection Techniques to all School Based Behavioral Health Personnel. Bermuda Educators Council professional development credits were awarded.

### **STAFF AT MONTESSORI ACADEMY TRAINED ~ NOVEMBER 2010**

Executive Director Dr. Kimberly Mills trained the staff at the Bermuda Montessori School on the topic of Autism. This continues Tomorrow's Voices goal of training at least 150 educators and professionals on autism.

### **TOMORROW'S VOICES TRAINING INSTITUTE ~ NOVEMBER 2010**

Tomorrow's Voices held their fourth workshop in the year-long training institute entitled "Social Skill Training for Youth with Disabilities". This workshop was attended by 43 registrants including those from the Ministry of Education, Ministry of Health, private school teachers, para-professionals and other allied health professionals. Parents were also in attendance.

### **CHILD DEVELOPMENT PROGRAMME VISITS TOMORROW'S VOICES ~ NOVEMBER 2010**

Staff from the Bermuda Government's Child Development Programme visit Tomorrow's Voices to learn about our programme. This visit assisted in solidifying the relationship between the two agencies.

### **TRAINING OF BERMUDA COLLEGE STUDENTS ~ NOVEMBER 2010**

Dr. Kimberly Mills provided a training session at Bermuda College for Pre-Service teachers and para-professionals on the topic of Autism. The training assisted the students in learning how to work with children who have developmental disabilities.

### **ACE DONATION TO TV ~ DECEMBER 2010**

ACE's continued relationship with Tomorrow's Voices continued in December when employees from ACE donated decorations and lights to the Centre in an effort to ensure we had a beautiful Christmas Tree for the children. Employees from ACE also made a monetary donation to Tomorrow's Voices in the amount of \$150. The ACE company matched this donation.

### **TOMORROW'S VOICES' CHRISTMAS OPEN HOUSE ~ DECEMBER 2010**

On December 17th we held an Open House at Tomorrow's Voices so that the public could learn about us. More than 15 visitors from the community who had not experienced Tomorrow's Voices came to the Centre to learn about our Programmes and Services.

### **ROYAL GAZETTE FEATURE ~ DECEMBER 2010**

The Royal Gazette featured an extensive article on Executive Director of Tomorrow's Voices – Dr. Kimberly Mills. The article not only highlighted the work of Tomorrow's Voices but gave a comprehensive insight into Dr. Mills.

### **SOCIAL SKILLS GROUP LAUNCHED ~ DECEMBER 2010 / JANUARY 2011**

Tomorrow's Voices developed and promoted a new service that would be launched in the New Year. The Saturday Social Skills group would run twice a month on the 2nd and 4th Saturday of each month. Officially launched on January 8th 2011, the Social Skills Group provides centre-based instruction in social skills development and then an opportunity to practice those skills in the natural environment through community outings and community volunteerism. The group is open to youth with and without disabilities from ages 6-17.

### **LEADERSHIP TOUR IN WASHINGTON DC ~ JANUARY 2011**

The Executive Director along with Board of Directors' member Dr. Terrylynn Tyrell participated in a leadership study tour to Washington DC in order to facilitate collegial meetings with organisations and agencies at the forefront of autism, disability and policy efforts in the United States. The team met with executive level staff from Autism Speaks, The Bazon Centre for Mental Health, and Youth Build Public charter School.

### **TV ATTENDS 2011 AUTISM CONFERENCE ~ JANUARY 2011**

Members of Tomorrow's Voices attended the Association for Behavior Analysis International Annual Autism Conference in Washington DC, "New Tools for Translating Science to Practice". Staff made contacts with national ABA and autism leaders towards the development of better programming for youth with Autism in Bermuda.

