



Alberta Council of Disability Services

**Annual Report
2013 - 2014**

Leading Excellence in Community Disability Services

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Val McKinney, Administrative Assistant

Workforce Development Team

Jim Des Roches, Manager

Jody Amirault, Coordinator

Our Mandate:

ACDS' mandate is to provide supports to community-based service providers of individual's with developmental disabilities who require a wide range of care/support. The goal is to ensure quality service delivery for clients. In fulfilling this mandate, ACDS does not limit its support exclusively to its members. The association's professional development, accreditation, human resources and collaborating efforts also have a positive effect on organizations outside the umbrella.

ACDS is an important source of information for, and a respected partner with, other recognized groups engaged in strategic planning for the future of Community Disability Services. As a result, people who work in the field receive support in their efforts to provide people with disabilities with the quality of service they deserve.

VISION OF ACDS

- ◆ Leading Excellence in Community Disability Services

MISSION/PURPOSE OF ACDS

- ◆ To lead, support and influence Community Disability Services through education, partnerships and accreditation

ACDS PHILOSOPHY:

- ◆ We listen, learn and lead together with respect, integrity and responsibility

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Message from:

THE PRESIDENT

This has been a very difficult report to write this year. It is not that there has not been a lot to report on; perhaps it is because too much has happened and yet so much more to do. What a terrible sentence! It is, though, a very sincere sentiment.

Government as always continues with their change or more specifically the transformation. Is it reasonable? Is it well thought out? Will it impact individuals in a positive or negative manner? What effect will it have on services? The jury is still out on those questions.

Government can change procedures, contracts and philosophies, but the aspect that they cannot change is the commitment that service providers and every one of their employees have towards the individuals with developmental disabilities that we serve. For this commitment I applaud each and every one of you.

This year the ACDS Board and service providers have met with many politicians and government officials:

- Minister Manmeet Bhullar
- Associate Minister Naresh Bhardwaj
- Deputy Minister David Morhart
- Assistant Deputy Minister Brenda Lee Doyle
- Conservative Caucus
- MLA's
- Members of the Opposition

Thank you to everyone who did all this work and who may have gone outside of their comfort area. This is how the disability sector cannot be forgotten and how we gain the respect of government as being the experts in this sector. This momentum has allowed the ACDS Board and staff to represent the sector on such committees as:

- Workforce Alliance
- PDD/ACDS Regional Board Directors
- Policy Working Group
- Wage Working Group
- Reallocation Group
- Common Glossary

And this only names a few. What is different from other years is that we no longer beg to be invited to the table, we are now being asked to sit at the table. What a step forward!

Again this year I would like to thank the backbone of ACDS – Ann Nicol and her staff. Their devotion and countless hours of work for the organization is the reason for ACDS' increased profile in Alberta and how, as the Board we can attend meetings knowing that we have the information to present.

As President of ACDS I also want to thank the Board of Directors. Without their countless hours, devotion, and their ability to be flexible enough to meet the demands, ACDS would not be in the position that it is today. Thank you.

This year we say good bye and thank you to two Board Members who have been on the Board for many years: Edward Burdon; Volunteer Director and Ryan Geake in his role as Calgary Regional Director. Their knowledge, wit and skills will be deeply missed but we wish them all the best, and remind them that there is always room on committees.

I thank you all for an extremely good year and look forward to the challenge of next year, because we are not done.

Respectfully submitted,

Helen Ficocelli
ACDS President

MEMBERSHIP COUNCIL

The day-to-day work of ACDS members is a crucial part of ensuring a high quality-of-life for thousands of Albertans. Whether it's in a big city or small town, ACDS member organizations provide individuals with housing, services and supports in their community and tailored to their needs. A profound and positive impact on one individual, one life at a time, is able to happen across the province with common standards, collective wisdom and a united voice.

Through spring and into the summer of 2013 we tested our ability to advocate together through difficult times. The response to proposed changes which would have included a \$42 million cut to community access funding, brought our sector together and put disability issues on the front page of papers around Alberta. With ACDS sharing information with the public and within the sector, Board members raising issues and concerns in their home communities and member organizations holding events, the response was impossible for decision-makers to ignore. We truly demonstrated the passion and commitment of our community.

With so much activity taking place externally this year, we've also been looking inward and exploring alternative options for funding and new ways of doing business. As always, practices are put in place to protect member ownership of ACDS, and your investments in provincial initiatives. ACDS staff have taken steps to ensure that members receive the benefits they are paying for through enhanced advocacy, discounts, programs, and information and advocacy opportunities that are only available to ACDS members. We've also worked hard to explore cost recovery processes and how best to take advantage of technology to advance our work and the priorities of members. Licensed digital copies of ACDS products and documents are now available for purchase.

In November, we asked members to complete a comprehensive Membership Satisfaction Survey. As always, thank you for taking the time to provide your responses. Support for the advocacy work undertaken by ACDS was strong and a top priority for members. The value placed upon the sharing of information and member communications was also made clear. This information will be used to help guide our hiring and strategies for the year ahead.

As we moved into winter, the swearing in of a new provincial cabinet brought with it a new Associate Minister for Persons with Disabilities, The Hon. Naresh Bhardwaj. ACDS Board members Dr. Bob Diewold, Ryan Geake and myself quickly introduced the Associate Minister to our role as a representative for Alberta's community service providers, and made clear our willingness and ability to support him in his new role. We were able to discuss our key priorities which include the development and value of a skilled workforce, the on-going government commitment to wages, and the desire of our members to be engaged and consulted in a meaningful way on the future of the sector. Dr. Diewold and Mr. Geake were able to reinforce this with their own personal experiences providing front-line services and supports and I thank them for giving their time to provide leadership and represent ACDS.

While the Associate Minister remains with us, March saw the resignation of Premier Alison Redford and the appointment of former Human Services Minister David Hancock to fill the role until a leadership race could be held. In response, we encouraged members to continue to stay in contact with their MLA's to share success stories that highlight the positive impact community disability services are having on the lives of individuals and families, and to continue to raise the awareness of our work during a time of political turmoil and change.

In the midst of a trying year with so much taking place, I'd like to end this report by acknowledging the volunteers who have helped to lead us through it and the members who have celebrated milestones along way.

Congratulations to the St. Paul Abilities Network (SPAN) and the Robin Hood Association who each celebrated their 50th anniversary of service to their communities and to L'Arche Calgary who entered their 40th year with a summer celebration.

The ACDS Membership Council is one the three Operational Councils that assist in advancing the focus areas of the organization. Our Board members and volunteers don't seek recognition for the work that they do, but it is certainly deserved. My thanks to Ron Boss, Deb Martin, Sue Manery (and her alternate, Krista Douglas), Erin Waite, Arno Birkigt, Darrin Stubbs, and Peter Stoye for their time, knowledge and leadership on the issues and initiatives affecting all ACDS members. As well as of course to our Board of Directors, staff, volunteers and those who take the time to respond to surveys and to provide knowledge and information that helps us to move forward.

Respectfully Submitted,
Ann Nicol, CEO

WORKFORCE COUNCIL

One important component of the disability sector is a professional workforce. ACDS' Workforce initiatives work closely with provincial and regional stakeholders, including the not-for-profit, private and educational components of the industry. The Provincial and Regional Workforce Councils reaffirmed the initiatives on the three key themes identified in the strategic plan at the February 2014 planning session in Leduc: Marketing and Branding, HR Infrastructure and Skilled Workforce.

One of the major thrusts of the provincial HR Strategy has been to continue to implement the Workforce Classification System (WCS) and the Pro-Tracker. Many service providers participated in one-day information sessions implemented throughout the province. In addition, a significant number of Service Providers have completed the two-day WCS evaluation and are now in the process of implementing the tools throughout their organizations. The Pro-Tracker implemented an interim download in September 2013 and a province-wide download was completed in January 2014. Vecova completed both reports, which were presented in October 2013 and March 2014. The implementation of the Workforce Classification System and the Pro-Tracker, as a provincial tracking tool, help identify workforce trends and establish Foundations in Community and Disability Studies as the minimum standard for knowledge and qualifications in our sector.

ACDS has developed and cultivated its strategic partners such as Alberta Works; Jobs; Skills; Training & Labour (JSTL); Service Canada; Alberta Disability Workers Association (ADWA) and regional service provider councils together, we have been able to move forward and further professionalize the field. ADWA and ACDS are working toward developing a certification process for the workforce. Other strategies, such as the participation at Career Fairs and presentations at Service Provider Councils, Universities and high schools were developed and systematically implemented to build public awareness of the sector and hopefully increase the number of qualified applicants. Currently, four of the six Workforce Councils have a participating representative from Alberta Works and/or JSTL.

Branding and Marketing:

A more broadly aimed approach was initiated this year. During 2013-14, the Workforce Councils assisted in building awareness through specific social marketing and traditional strategies Workforce participated in career fairs throughout the province to promote the sector, build recognition, familiarity and drive people to the [CDS](#) and [ACDS](#) websites. The Visibility and Awareness initiative in the Calgary region was discontinued due to the limited availability of council members and volunteers. Other marketing and promotional materials continue to be distributed and are available to Workforce and ACDS members holding promotional events. "Career Kits" are available to all agencies and Workforce Councils for promotional purposes.

HR Infrastructure:

Much of the focus for the Workforce Classification System this past year was on implementing the system provincially. Now that the Competencies are integrated in the system and manuals, the process is smooth and straight forward. Using this more efficient job evaluation process has offered Service Providers a much more complete picture. As a result they are able to identify best practice, ways to mitigate risk and ensure excellent client services.

The complete manual with competencies is available free of charge to all PDD funded agencies when participating in the information sessions and the agency evaluation. It is also available on the [ACDS website](#) for purchase.

Focus has been given this year to presenting the Workforce Classification System and the Pro-Tracker Too as a cohesive system which has proven to be effective. The full upload of the Pro-Tracker was completed in January 2013. A consistent number of service providers are using the tracking tool. As more organizations adopt the WCS, engaging in the Pro-Tracker becomes a smoother process. Workforce has initiated an incentive program to encourage Pro-Tracker use. All those uploading information are entered in a draw for a complementary pass with travel and accommodations to ACDS' Spring Conference. Ability Resource Centre in Lethbridge won the first draw in September 2013 and Columbia College in Calgary won the draw in January 2014.

Skilled Workforce:

The sector's requirement for qualified employees is still an impacting issue. The next human resource crisis always seems imminent; particularly considering recent trends in the non-profit labour market, coupled with dropping enrolment and closure of post-secondary programs. Ensuring we have the fundamental knowledge and skills strengthens the sector. Foundations in Community Disability Services, ACDS' basic training in Community Disability Services is seen as a core function and the minimum training required for work in the sector. This is clearly identified through the evaluations of the WCS. Therefore, increasing the opportunity for potential learners to access the training is essential. One option for potential learners is to access the on-line learning opportunities at foundationsonline@acds.ca.

The Nurturing Diversity and Building Inclusive Workplace Initiative pilot in Edmonton completed phase II and is now being considered in the Calgary region. The Calgary Workforce Council has developed a diversity subcommittee and is exploring ideas to provide support to service providers regarding diversity.

Respectfully Submitted,
Jim Des Roches,
Workforce Development Team

PROFESSIONAL DEVELOPMENT

ACDS continues to strive towards meeting the needs of its member organizations through training and learning opportunities, toolkits and other resources that build the capacity of organizations through face-to-face learning, train the trainer models or blended online delivery formats. Technology and regional interests are changing the face of Training and Professional Development at ACDS and emerging trends will be examined over the next fiscal year.

Foundations in Community Disability Studies (Foundations):

- Foundations Face-to-face: 230 new learners
- Foundations Online: 82 new learners
- Foundations Challenge: 3 new learners
- Train the Trainer: 16 certified

Positive Behaviour Supports (PBS):

- Level 1 & 2: 42 graduates in workshops or in-services
- Train-the-trainer: 43 certified

Alberta Supported Employment Training (ASECT): in partnership with RealEyes Consulting

- 80 graduates of the blended 3 part program

Other Workshops/Symposiums :

- Staff Safety Initiative: 44 participants
- Central Workforce Learning Symposium: 75 participants
- Calgary Workforce Learning Symposium: 150 participants

ACDS 28th Annual Spring Conference: *Building on Strengths: Resetting the GPS*

May 14-16, 2014 Radisson Hotel Edmonton South - 360 participants and 54 presenters

The purpose of Spring Conference 2014 was to refocus us on our strengths and assets. To know our strengths, build our confidence and build on our good work. What is the real value of our work to society, to communities, to families and to the individuals we support? This next journey is an opportunity to be recognized for our rightful place.

- *Building your own Wakeboard*
- *Pushing Your Own Boundaries*
- *Partners in Community*
- *What keeps us here?*
- *Tools, Technology and Tweet*

Many thanks to our sponsors: PDD Program Branch and Ross and Associates for their continued support, and to some new sponsors this year: COSMOS Group of Companies, the Loder Group, Arch Enterprises and the Picture this Film Festival. Also many thanks to the 2014 Conference Planning Committee: Marie Renaud, Sally Walker, Ron Bos, Jody Nicholson, Maggie Hegan, Connie Pyne and Gloria Wesley.

Respectfully submitted,
Doreen Hogarth,
Manager, Training and Development

ACCREDITATION COUNCIL

One of the ways that ACDS shows leadership in the field is by continuing to provide and to evaluate relevant accreditation standards from which organizations can ensure they provide quality services and strive to achieve better outcomes related to inclusion, independence, interdependence, skill development and valued roles for individuals receiving service. ACDS' 2013 version of the *Creating Excellence Together* (CET) Accreditation Standards, which were implemented this past April, maintain the pursuit of quality by building on the past's best practices and the present's identified needs. The revised 2013 CET Standards align more closely with ministerial directions, with the quality of life evidence emphasis being on increased inclusion, self-determination, skill development etc. The *primary* measure of service evaluation is predicated on desired outcomes being met for individuals receiving service.

In 2013, the Standards and Accreditation Department also focused on reviewing its processes and determining how to best move toward a digital system. Our ongoing goal of ensuring that our CET surveyors' skills remain sharp and relevant was addressed in our annual Surveyor Refresher Training. The session held in March 2013 was well attended both in person and through web-conferencing.

Summing up Survey Data from 2013-14

During the 2013-14 fiscal year, CET surveyors conducted on-site conversations with individuals receiving service and the individuals' paid and natural supports where they collected outcome based examples. From these conversations we found:

- Some individuals were employed in in long term competitive work situations and or long-term socially valued volunteer roles.
- Examples of expanding natural supports within the workplace, volunteer placements and leisure activity in order to free up staff to provide support where the need was greater.
- The use of generic services such as support groups and information sharing groups to help individuals learn about topics such as their disability, other mental health concerns, budgeting, and smoking cessation.
- Individuals who engage in ongoing skill development to meet personal long term outcomes (e.g., get learner's license, go back to school)

Of the 40 CET Level 1 surveys completed

- 31 service providers achieved Accreditation immediately following the site survey
- Of the nine service providers that did not achieve accreditation initially, five service providers achieved Accreditation after receiving additional time and support
- Four service providers are still striving for Accreditation through the standards alignment process

Of the other surveys completed

- Five service providers were awarded Level 2 Accreditation by achieving a higher overall rating and subsequent endorsement by the Commission on Accreditation
- Two service providers were awarded Level 2 Accreditation that included the Children's Standards; this also meant achieving a higher overall rating and subsequent endorsement by the Commission on Accreditation
- Fourteen service providers successfully aligned themselves with the CET Complex Behaviour Support (CBS) indicators, which are offered at both Level 1 and Level 2

- Two service providers underwent a pre-approval process which helps new service providers prepare for the accreditation process prior to accepting individuals into service

Of the service providers surveyed, six were rated non-compliant for the standards that address situations and/or behaviours of concerns. Overall, a higher level of indicators were missed, but the overall standards were still met.

Many service providers received commendations for outstanding practices such as:

- Having exceptional transition planning for individuals
- Showing innovation and working with external organizations to find suitable housing for individuals
- Using fundraising to provide individuals with activity options that go beyond those that are typically offered
- Maintaining files with remarkable efficiency
- Implementing extensive processes to identify and address safety and to minimize risk within chosen activities
- Encouraging leadership opportunities and offering staff advanced training programs that ensure excellence in service
- Creating a strong sense of family within the residences
- Recruiting and equipping staff with diverse cultures to better serve its population
- Having a detailed and thorough recruitment process for the Board of Directors
- Having exceptionally clearly written policy that is well understood by staff
- Achieving the Alberta Association for Safety Partnerships Certificate of Recognition (COR)

Thanks and Acknowledgements

The Accreditation Council is possible through and grateful for the support of its funders; the service providers; employer-supported and other volunteers; contracted team leaders; its surveyors; its editor; ACDS' dedicated staff; and members of the Standards Revision Committee, the Accreditation Council, and the Commission on Accreditation. Our thanks go out to all of these supporters who give of their time to further the quality assurance mechanism within Community Disability Services, and who have contributed to another successful and productive year.

Respectfully Submitted,
Clova Lehr,
Director of Services & Accreditation

Summarized Annual Report for 2014

Report of the Independent Auditor on the Summarized Financial Statements To the Members of the Alberta Council of Disability Services (ACDS)

The accompanying summarized financial statements, which comprise the summarized statement of financial position as at March 31, 2014, the summarized statement of operations and summarized statement of cash flows for the year ended, and related Note 1, are derived from the audited financial statements of the ACDS for the year ended March 31, 2014. I expressed an unmodified audit opinion on those financial statements in my report dated June 16, 2014.

The summarized financial statements do not contain all the disclosures required by Canadian accounting standards for not-for-profit organizations which were applied in the preparation of the audited financial statements of ACDS. Reading the summarized financial statements, therefore, is not a substitute for reading the audited statements of ACDS.

Management's Responsibility for the Summarized Financial Statements

Management is responsible for the preparation of a summary of the audited financial statements on the basis described in Note 1.

Auditor's Responsibility

My responsibility is to express an opinion on the summarized financial statements based on my procedures, which were conducted in accordance with Canadian Auditing Standards (CAS) 810, "Engagements to Report on Summary Financial Statements."

Opinion

In my opinion, the summarized financial statements derived from the audited financial statements of ACDS for the year ended March 31, 2014 are a fair summary of those financial statements, on the basis described in the Note 1.

K R Vickaryous Professional Corporation, Chartered Accountant
Calgary, Alberta, June 16, 2014

Management's Responsibility for Financial Reporting

The accompanying summarized financial statements of ACDS have been summarized from the financial statements in accordance with the criteria described in Note 1 on the following page. The Annual Report, the full statements and independent auditors report are available on ACDS' website in their entirety. These summarized statements and all the information in the annual report are the responsibility of management and have been reviewed by the Audit Committee and approved by ACDS. The financial statements have been prepared by management in accordance with Canadian accounting standards for not-for-profit organizations.

ACDS is responsible for ensuring that management fulfills its responsibilities for financial reporting by approving the financial statements on the recommendation of the Audit Committee. ACDS carries out this responsibility principally through its Audit Committee.

Helen Ficocelli
President

Ryan Geake
Director

June 16, 2014

Summarized Statement of Financial Position as at March 31, 2014	2014	2013
Assets:		
Cash and Cash Equivalents	\$ 827,769	\$ 607,133
Receivables and Other Current Assets	280,002	469,539
Property and Equipment	10,040	1,011
	<u>1,117,811</u>	<u>1,077,683</u>
Liabilities:		
Accounts payable	282,376	268,951
Deferred revenue	208,500	200,950
	<u>490,876</u>	<u>469,901</u>
Net Assets:		
Invested in property and equipment	10,040	1,011
Unrestricted	616,895	606,771
	<u>626,935</u>	<u>607,782</u>
	<u>\$ 1,117,811</u>	<u>\$ 1,077,683</u>

Summarized Statement of Operations as at March 31, 2013

Revenues:		
Contracts and Consultations	\$ 1,223,341	\$ 1,454,785
Membership Dues and Industry Support	234,834	192,200
Sales and Training	326,589	199,138
Other	47,443	220,946
	<u>1,832,207</u>	<u>2,067,069</u>
Expenses:		
Administration and Other	411,875	587,024
Contracts and Consultations	202,644	921,937
Events and Training	177,310	
Manpower	918,024	313,873
Physical Plant	103,190	98,867
	<u>1,813,043</u>	<u>1,921,701</u>
Excess of Revenues Over Expenses	<u>\$ 19,164</u>	<u>\$ 145,368</u>

Summarized Statement of Cash Flows as at March 31, 2013

Operating Activities:		
Cash Receipts	\$ 2,025,731	\$ 1,774,377
Cash Payments	- 1,793,434	- 1,783,853
Investing Activities:		
Additions to Property and Equipment	- 11,661	-
Increase (Decrease) in Cash and Cash Equivalents:	<u>\$ 220,636</u>	<u>\$ 9,476</u>

Note 1. Basis of Preparation.

The summarized financial statements have been prepared from the audited financial statements for the year ended March 31, 2014 by grouping the major totals from the related complete financial statements by area of distinct activity. The complete financial statements, including notes to the financial statements and the independent auditors' report are available on ACDS's website or upon request by contacting the office directly.

ACDS Members

CENTRAL

Ability Development Services (formerly Bea Fisher)
Accredited Supports to the Community
Advance Society Innisfail
Camrose Association for Community Living (CAFCL)
Centra Cam Vocational Training Association
Cope Rocky Mountain House Society
Cosmos Community Support Services Ltd.
Drumheller and Region Transition Society (DARTS)
Employment Placement and Support Services (EPSS)
Falcon Enterprises, Wainwright & District Association
Flagstaff Family and Community Services
Focus, Vermilion Association for Persons with Disabilities
Horizons Training Centre Society
Lacombe Action Group for the Handicapped
Michener Services
Padnoma Support Services Inc.
Parkland Community Living and Supports Society
Providing Residential Options & Services (PROS)
Regional Living Skills
The SS I*C*E*
Wainwright Association for Community Living
Westward Goals Support Services Inc.
Wetaskiwin & District Association for Community Services

CALGARY

Association for the Rehabilitation of the Brain Injured (ARBI)
Calgary Alternative Support Services (CASS)
Calgary Community Day Services
Calgary SCOPE Society
Calgary Society for Persons with Disabilities (CSPD)
Calgary Society for Community Opportunities (The)
Columbia College
Community Living Alternative Services Ltd.
Connections Counselling and Consulting Foundation
Developmental Disabilities Resource Centre (DDRC)
Foothills Advocacy in Motion (A.I.M.) Society
Graduated Supports
In-Definite Arts Society
L'Arche Association of Calgary

New Age Services
Optional Rehabilitation Services (OPTIONS) Inc.
Prospect Human Services Society
Resicare Society of Calgary
Resourceful Futures Community Support Ltd.
Springboard Centre for Adults with Disabilities
Supported Lifestyles Ltd.
Universal Rehabilitation Service Agency (URSA)
Vantage Enterprises Ltd.
Vecova Centre for Disability Services and Research

EDMONTON

Alberta AdaptAbilities Association
ARCH Enterprises & Training Assoc of Edmonton
Association for Supported Community Connections
Assoc. Supporting Choices of People, Edson (SCOPE)
Beehive Support Services Association
Catholic Social Services
Chimo Youth Retreat Centre
Chrysalis: An Alberta Society for Citizens with Disabilities
Edmonton Integrated Services Ltd.
Elves Special Needs Society
EmployAbilities Society of Alberta
Entrust Adult Inc.
Excel Resources Society
Good Samaritan Society (The)
Goodwill Industries of Alberta
Home-Within-a-Home Society
I Have a Chance Support Services
Independent Advocacy Inc.
Key Support Services Inc.
KCS Association
L'Arche Association of Edmonton
Leduc Community Living Association
Leduc Linx Connect Centre
Lo-Se-Ca Foundation
Mcman Youth, Family and Community Services Assoc.
Mill Woods Society for Community Living
MIRA Facilitation Centre
MirkaCare Services Inc.

Prince Charles Residence
Rehoboth Christian Ministries
Residential Aide Placement Services Society
Residential and Support Services, PDD
Robin Hood Association
Skills Society
Society for Selections and Career Support Services, The
Tralee Residential Services
Transitions Rehabilitation Assoc. of St. Albert and District
Winder Inclusive Communities Service (WICS)
Winnifred Stewart Association
WJS Alberta
YWCA of Edmonton

SOUTH

Alfred Egan Home (Palliser Health Authority)
Bluefox Association
Cardston & District Association for the Handicapped
CBI Greystoke Home Health
Clients Ongoing Rehabilitation and Equality (CORE) Assoc.
Crowsnest Community Support Society
Health Care Homes Ltd.
L'Arche Association of Lethbridge
Lethbridge Family Services
Newell Community Action Group - BSPD
Next Step Residential Services (Medicine Hat) Ltd.
Opokaa'sin Early Intervention Society
Peak Vocational Services
Quest Support Services Inc.
REDI Enterprises Society
Rehabilitation Society of Southwestern Alberta
Southern Alberta Community Living Association
Southern Alberta Society for the Handicapped
Taber Special Needs Society
Wheat Country Special Needs Society

NORTHEAST

Blue Heron Support Services Association
Blue Heron Vocational Training Centre Association
Dove Centre
Empowering Citizens for Health and Opportunity Society
(ECHOS)
Lac La Biche Disability Services
Salvation Army Start Program (The)
St. Paul Abilities Network (SPAN)
Vegreville Association for Living in Dignity (VALID)
Westlock Independence Network (WIN)

NORTHWEST

Accredited Supportive Living Society (ASLS)
Community Life Acceptance Independence Resources Inc.
Falher Friendship Corner Association
Marigold Enterprises Rehabilitation Services Society
Northern Lights Ranch
Signature Support Services

ASSOCIATE ORGANIZATION MEMBER

Gateway Association for Community Living
HSA Canada/Centerpoint Facilitation
Southern Alberta Individualized Planning Association

ASSOCIATE INDIVIDUAL MEMBER

Sheila Foster
Lin Hermanson
Margaret Teasdale-Labrie
Lori Miller
Rita O'Connor
Bill Winship



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