



**Alberta Council of Disability Services**  
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February 22, 2017

ACDS Members and Board of Directors

### **Board of Directors Announcement of CEO's Retirement**

It is with a mix of sadness and gratitude that the Board of Directors announces Ann Nicol's retirement as CEO of Alberta Council of Disability Services (ACDS), effective May 15, 2017. Since 2007, Ann has played a critical role in the development and success of the organization, and while we will miss her and her inspiring leadership, we wish her the best of luck in her retirement and her new ventures. We want to thank her for the 10 years of dedicated service which involved many significant accomplishments.

Over the next few months, we will be conducting a search to find the new CEO of ACDS. During this transition period, it is our priority to find the best individual to lead, while still maintaining a stable and effective organization. ACDS has contracted Brad Kotowich the President of Focused Leadership Group to conduct the recruitment of the new CEO. The job announcement will be posted in the next few days and we ask for your help in identifying candidates who can help ACDS continue along this successful trajectory.

**The application deadline for the new CEO will be March 24, 2017 or until a suitable candidate is found. Interested candidates are asked to contact Brad directly. He can be reached via email at [brad@focusedleadershipgroup.com](mailto:brad@focusedleadershipgroup.com) or by phone at 780-983-4965.**

Again, we cannot thank Ann enough for the dedication, passion, enthusiasm and motivation she has given ACDS over the past 10 years. She will be greatly missed by the staff, Board, members and partners alike. We look forward to following the success of her life and are hopeful and excited for the next chapter of ACDS as we continue to support the disability service providers and the community.

If you have any questions or concerns during this transition process, please do not hesitate to reach out to Brad Kotowich, or myself ([hficocelli@gmail.com](mailto:hficocelli@gmail.com)).

Sincerely,

A handwritten signature in black ink that reads 'Helen Ficocelli'. The signature is written in a cursive, flowing style.

Helen Ficocelli, President  
Board of Directors  
Alberta Council of Disability Services

Enclosure: CEO Memo January 2017

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**Our Mission: ACDS is the collective voice of our members, advancing excellence and best practices, advocating for effective public policy, and championing professional disability services.**