



ANNUAL REPORT

2022|2023



“Our sector is more engaged and stronger than ever. With this, we are moving closer to our goal of ensuring that all individuals with developmental disabilities in Alberta have access to, and receive the quality supports they need and deserve.”

Message from the Board Chair and CEO

As we began to emerge from the challenges of the pandemic in 2022-2023, we established new ways of working and were eager to begin reuniting and reconnecting in person. We were excited to welcome ACDS members to our new offices at an open house in May 2022, get back on the road for membership engagement sessions to support Blueprint CDS, and host our first in-person leadership event and conference in over 2 years. ReCharge, Let's Come Together at the ACDS 2022 Conference gave us the opportunity to reunite and celebrate the commitment and resilience of all of you through some very challenging times.

At ACDS, we focused on enhancing our programs and services, including launching the significantly improved new CET Standards and transitioning some accreditation surveys and training programs to in-person delivery. We hosted webinars to support service providers to meet new accreditation standards, such as Introduction to Gender Identity & Sexual Orientation: Beyond Pride Building Skills for 2SLGBTQ+ Inclusion. We also finalized the new Secure Treatment standards and introduced the supporting training at the end of fiscal year.

This year marked significant advancements in addressing longstanding critical workforce issues. Through our ongoing advocacy and the work of the Service Provider Partnership Committee (SPPC), we were successful in securing funding for Blueprint CDS and with your support and engagement, we finalized a comprehensive workforce strategy for the Community Disability Services sector. This work has not only given us a path forward, but also an evidence base that supported us, service providers, and organizations such as ADWA to deliver significant advocacy campaigns resulting in the first investments in addressing disability worker compensation since 2014!

In addition, as a direct result of advocacy efforts and the information you shared with us, in the final quarter of 2022-2023, the government committed funding for the inflationary pressures facing organizations.

In the year ahead, we look forward to building on these initial commitments through ongoing advocacy and collaboration, and implementing Blueprint CDS' recommendations.

These accomplishments only happen because of the commitment and engagement of our members and partners. We thank you for your continued support and trust in ACDS to carry your collective voice. We also wish to thank the Board of Directors who commit considerable time and effort to our work, and to the ACDS staff who make all of this happen.

Sincerely,



Ryan Geake
Board Chair



Andrea Hesse
CEO



2022|2023 HIGHLIGHTS

April

2022

Officially launched
the CET 2021
Accreditation
Standards



May

2022

Hosted open house at ACDS new office, and showcased the ACDS art gallery featuring work from artists at Chrysalis, An Alberta Society for Citizens with Disabilities

Began sector engagement for **Project Blueprint CDS** to develop a comprehensive, sector-driven workforce strategy

Produced an Advocacy Brief recommending to the Alberta government appropriate licensing for PDD-funded supportive living accommodations

Co-hosted GR 101: Advancing Government Relations webinar with ALIGN Association of Community Living

June

2022

Initiated **Blueprint CDS'** labour market research



July

2022

Shared **Blueprint CDS'** labour market research with the Ministry of Community and Social Services to inform and leverage related initiatives

Invited UCP leadership candidates to state their CDS sector priorities; produced resources to support sector engagement in UCP leadership election

August

2022

Released **Blueprint CDS'** Initial Assessment, with 18 evidence-based recommendations, including calling for an immediate infusion and ongoing wage relief for the CDS workforce

September

2022

Hosted a full day-in person engagement for CDS sector executives

After 2 years of pandemic disruption, re-convened the ACDS annual conference in Edmonton, with over 360 people attending



2022|2023 HIGHLIGHTS

October 2022

On a **panel discussion** hosted by **Alberta Nonprofit Network**, ACDS CEO presented compelling data and insight on the inflationary impact on CDS services

November 2022

On Community and Social Services' request, presented cost estimates for each of **Blueprint CDS'** recommendations, including calculations for wage infusion options

Participated in Calgary Chamber of Voluntary Organizations' Alberta Community Leaders Summit, convening non-profit, government and private sector leaders to discuss policies, programs, and investments to develop stronger communities

December 2022

Released **Blueprint CDS' Comprehensive Workforce Strategy for Community Disability Services** and supplementary Technical Document

Alberta government announces \$2M for operating costs and \$24M for wage increases (primarily in the disability services sector)

January 2023

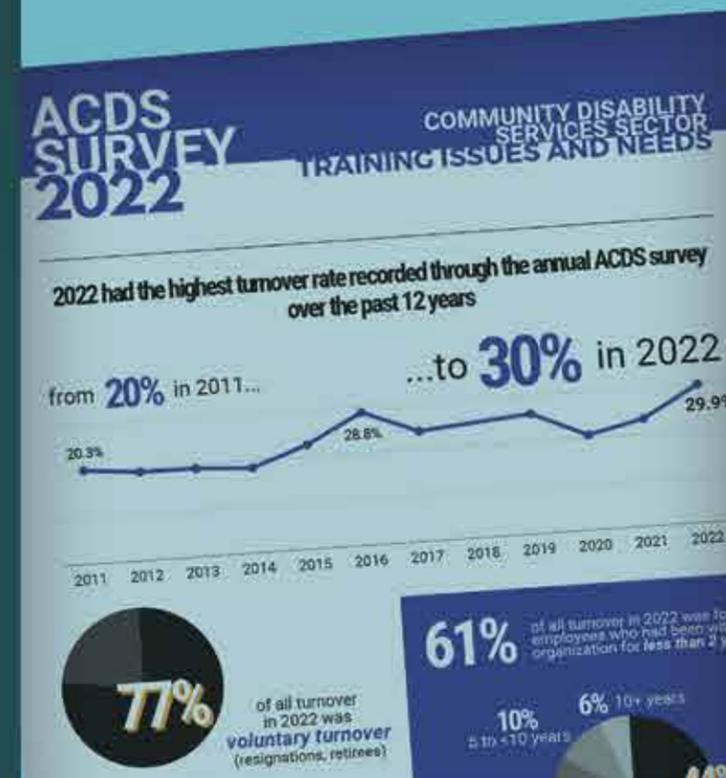
Published **ACDS Survey 2022: Community Disability Services Sector Training Issues and Needs**

February 2023

Invited to Budget 2023 embargoed briefing with the Minister of Seniors, Community and Social Services. The budget announces \$97.5 million for continued increases in staff wages (\$89m) and administrative costs (\$8.5m), plus \$42.5 million to reduce PDD and FSCD waitlists

March 2023

Launched **Introduction to Secure Treatment**, a self-paced online course developed in collaboration with Calgary SCOPE Society



2022|2023 IN PICTURES



ACDS Open House, May 2022
(Above) Chrysalis artist,
Jason Gunning



Leadership Engagement Session,
September 2022



ACDS CEO, Andrea Hesse awarded QEII Medal
for her contributions to the province



ReCharge: Let's
Come Together
at the ACDS
Conference,
September 2022



Blueprint CDS sector
engagement sessions,
Fall 2022



Alberta government funding announcements at SCOPE, December 2022 and URSA, April 2023



Service Provider Stampede breakfast

ACDS staff gatherings



2022|2023 IN NUMBERS

AN ENGAGED SECTOR

86

organizations participated in Blueprint CDS through focus groups, engagement sessions, and the Advisory Committee

50

senior executives attended the September 2022 in-person Leadership Engagement session

113

people representing 51 CDS sector organizations from across the province participated in one or more ACDS committee or forum

360

people attended ReCharge: Let's Come Together at the ACDS 2022 Conference. The conference featured: 23 presentations, 17 exhibitors and 7 sponsors

43

organizations participated in the ACDS Survey 2022: CDS Sector Training Issues and Needs

2022|2023 IN NUMBERS

A STRONGER SECTOR

46

Creating Excellence Together surveys completed in 2022-2023

115

organizations participated in one or more ACDS training program

26

virtual training sessions offered in response to demand on:

- Positive Behaviour Support
- Non-Violent Crisis Intervention
- Foundations in Community Disability Services

39

organizations accredited at CET Level 1 and 2 organizations at CET Level 2

689

learners registered for core training programs

3

webinars hosted:

- Introduction to Secure Treatment
- Introduction to Gender Identity & Sexual Orientation: Beyond Pride
- Building Skills for 2SLGBTQ+ Inclusion
- GR101: Advancing Government Relations

22

organizations awarded the Complex Needs Support Designation, up from 12 organizations in 2021-2022

238

learners registered for Foundations in Community Disability Studies program

In addition, in 2022-2023 there were:

102 e-updates sent to over 130 sector leaders

85,373 website page views

1,487 Facebook followers

1,308 Twitter followers



2022|2023 IN WORDS

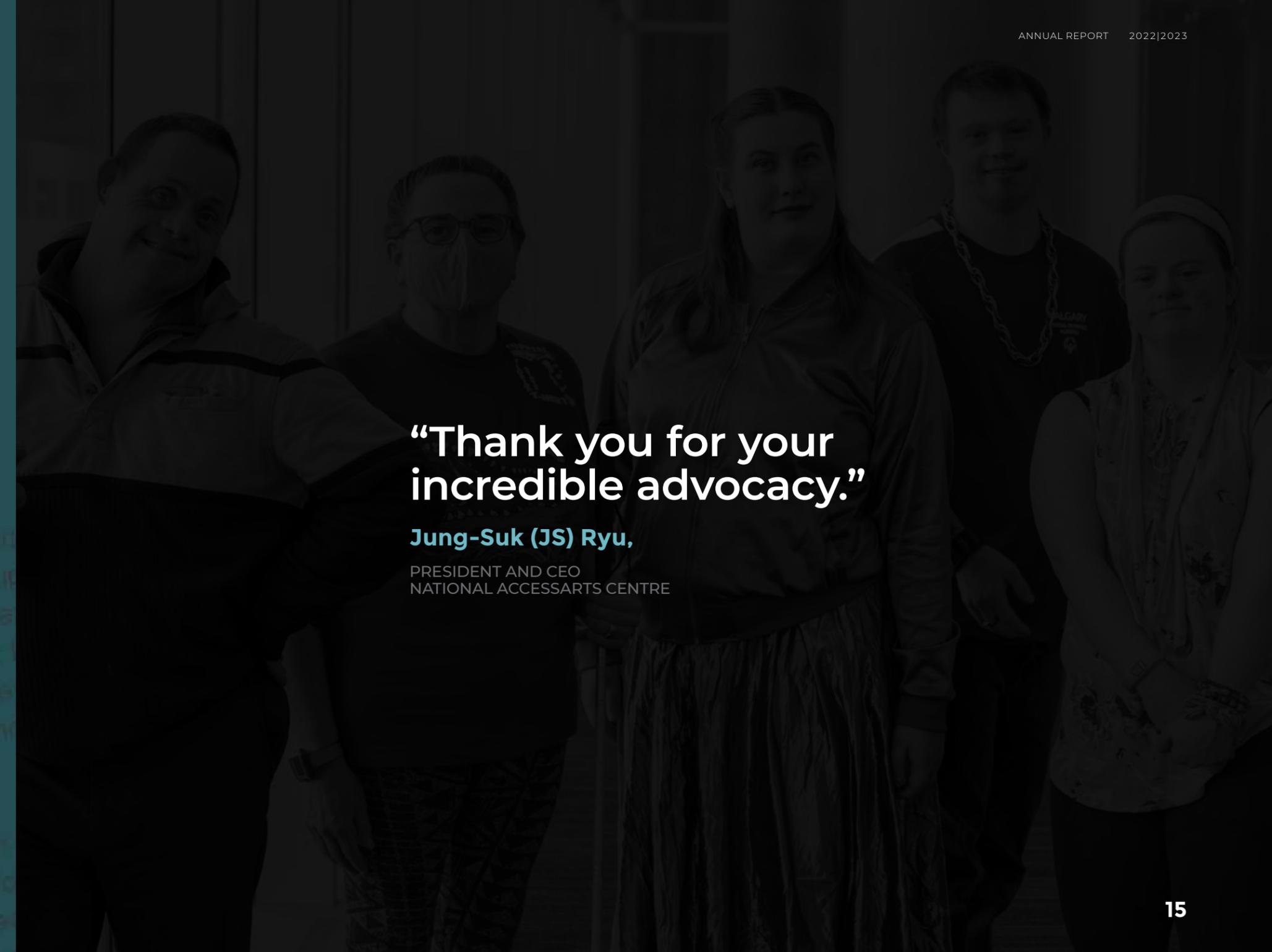


“ACDS plays a vital role for organizations. We count on you to speak up on our behalf, which is precisely what you have done in your advocacy efforts for our sector. You were instrumental in raising awareness about the importance of the disability sector and the wage disparity that been our reality, and your tireless advocacy has since resulted in the wage enhancement for disability workers....

Words cannot express the hearts you have touched and the lives you have made a difference in... we are grateful that you persisted with your advocacy on behalf of all disability workers in our sector.”

Pam McGladdery

CEO, UNIVERSAL REHABILITATION SERVICES AGENCY



“Thank you for your incredible advocacy.”

Jung-Suk (JS) Ryu,

PRESIDENT AND CEO
NATIONAL ACCESSARTS CENTRE

OUR ACDS

2022-2023 Members

Calgary

Above and Beyond Care
 Alberta College of Acupuncture and Chinese Medicine
 Altruistic Supportive Living Services Ltd.
 Association for the Rehabilitation of the Brain Injured
 Calgary Alternative Support Services Inc.
 Calgary Community Day Services Inc.
 Calgary Scope Society
 Calgary Society for Persons with Disabilities
 Calgary Society of Community Opportunities, The
 Canadian Companion Services Inc.
 Columbia College
 Community Living Alternative Services
 Connections Counselling and Consulting Foundation
 Developmental Disabilities Resource Centre of Calgary
 Foothills Advocacy In Motion Society
 Janus Academy
 L'Arche Association of Calgary
 National accessArts Centre
 New Age Services Inc.
 Optional Rehabilitation Services Inc.
 Plumbing Eagle Lodge Ltd.
 Prospect Human Services Society
 Rabboni Support Services Inc.
 Resicare Society of Calgary

Resourceful Futures Community Support Ltd.
 Springboard Centre for Adults with Disabilities
 Supported Lifestyles Ltd.
 Universal Rehabilitation Service Agency
 Vantage Enterprises Ltd.
 Vecova Centre for Disability Services and Research
 Venturers Society of Calgary, The

Edmonton

Alberta Adaptabilities Association
 Arch Enterprises & Training Association of Edmonton
 Association Supporting Choices of People, Edson (SCOPE)
 CarePros
 Catholic Social Services
 Centre for Autism Services Alberta
 Chimo Youth Retreat Centre
 Chrysalis: An Alberta Society for Citizens with Disabilities
 CommunityAim-Empowering Citizens with Disabilities Society
 Connect Society
 Crossroads Family Services
 Edmonton Integrated Services Ltd.
 Elves Special Needs Society
 EmployAbilities Society of Alberta
 Entrust Adult Inc.
 Excel Society
 Gateway Association for Community Living
 Good Samaritan Society, The

Goodwill Industries of Alberta
 Home-Within-A-Home Society of Edmonton
 Independent Advocacy Inc.
 Independent Counselling Enterprises
 Key Support Services Inc.
 L'Arche Association of Edmonton
 Leduc Community Living Association
 Leduc Linx Connect Centre
 Lifestyle Choices Support Society
 Lo-Se-Ca Foundation
 Mariam's Footsteps Inc.
 McMan Youth, Family & Community Services Association
 Mill Woods Society for Community Living
 MIRA Facilitation Center
 MirkaCare Services Inc.
 Nina Hagerty Centre for the Arts
 Prince Charles Residence
 Rehoboth Christian Ministries
 Residential Aide Placement Service
 Robin Hood Association
 Skills Society
 Society for Selections & Career Support Service, The
 Special Olympics Alberta
 Tralee Residential Services Ltd.
 Transitions Rehabilitation Association of St. Albert and District
 Wildrose Caregivers Ltd.
 Winder Inclusive Communities Service (WICS)
 Winnifred Stewart Association
 WJS Alberta
 Your Way Support
 YWCA of Edmonton

OUR ACDS

North West

Canadian Mental Health Association – Grande Prairie
 Care Human Services Ltd.
 Community Life Acceptance Independence Resources
 Empowering Citizens for Health and Opportunity Society
 Falher Friendship Corner Association
 HeARTh Social Profit Company
 HSA Canada/Centrepont Facilitation
 Marigold Enterprises Rehabilitation Society
 Northern Lights Ranch
 Signature Supports

North East

Blue Heron Support Services Association
 Blue Heron Vocational Training Centre (1987)
 Dove Centre
 Lac La Biche Disability Services
 Life Empowerment Inc.
 Salvation Army START Program
 St. Paul Abilities Network (Society)
 Vegreville Association for Living in Dignity
 Westlock Independence Network

Central

Ability Developmental Services
 Accredited Supports to the Community
 Advance Society Innisfail: Support for Developmentally Disabled
 Beehive Support Services Association
 Camrose Association for Community Living
 Canadian Mental Health Association – Camrose Office

Centra Cam Vocational Training Association
 Cosmos Community Support Services Ltd.
 Drumheller and Region Transition Society
 Etana Support Services
 Falcon Enterprise, Wainwright & District Association
 Fisher Farm Residential Association
 Horizons Training Centre Society
 Lacombe Action Group for the Handicapped
 Olds Association for Community Living
 Padnoma Support Services Inc.
 Parkland Community Living and Supports Society
 Providing Residential Options and Services
 Regional Living Skills
 Rocky Support Services
 STEPS Society of Red Deer
 The SS I*C*E*
 Vermilion Association for Persons with Disabilities - FOCUS
 Wainwright Association for Community Living
 Westward Goals Support Services Inc.
 Wetaskiwin & District Association for Community Service

South

Ability Resource Centre
 Alfred Egan Home, Alberta Health Services
 Bluefox Association
 Cardston Support Services Association
 Clients Ongoing Rehabilitation and Equality (CORE Association)
 Crowsnest Community Support Society
 Edenbridge Family Services Inc

Health Care Homes Ltd.
 Interdependent Social Accountability Housing Inc.
 L'Arche Association of Lethbridge
 Lethbridge Family Services
 New Beginnings Association of Southern Alberta
 Next Step Residential Services (Medicine Hat) Ltd.
 Outreach Support Services Inc.
 Peak Vocational Services Inc.
 Quest Support Services Inc.
 REDI Enterprises Society
 SASH Disability Support Services
 Southern Alberta Community Living Association
 Southern Alberta Individualized Planning Association
 Taber Special Needs Society
 Wheat Country Special Needs Society

Affiliate Members

March of Dimes - Toronto

Associate Individual Members

Bob Greg
 Chasity Cairns
 Margie Maglinao
 Sue Manery
 Linda Maxwell
 Lori Miller
 Oluwakemi Bolatito-Bello
 Rae Ann Godfrey
 Jay Sivaraman
 Andrea Tombrowski
 Mary Kumah

OUR ACDS

ACDS Leadership Team

Andrea Hesse
CEO

Clova Lehr
Director, Services and Accreditation

Nilima Sonpal-Valias
Director, Strategic Initiatives and Engagement

Board of Directors

Ryan Geake
Chair

Pam McGladdery
Vice Chair

Directors at Large

Dorothy Badry
Craig Wood
Janice Gerbrandt
Serena King
Sue Gilchrist

Regional Directors

Ann Marie LePan
Edmonton

Darrin Stubbs
North West

Dianne Koltas
South

Diane Magill
North East

Lorelei Martin
Central

We are grateful to all ACDS staff for their hard work and contributions towards the accomplishments highlighted in this report
– ACDS Leadership Team



Thank you to the many members of the ACDS community who participated in committees and forums, and supported core ACDS programs and services, including:

Government Relations Committee

Ann Marie LePan
Robin Hood Association

Anthony Opden Dries
St. Paul Abilities Network

Ben Weinlick
Skills Society

Craig Wood
REDI Enterprises Society

Dan Verstraete
Parkland CLASS

Darrin Stubbs
Signature Support Services Society

Diane Magill
Blue Heron Support Services Association

Karen Murphy
Catholic Social Services

Kelly Holmes-Binns
Vecova Centre for Disability Services and Research

Paige McCann Sauter
Ability Resource Centre

Pam McGladdery
Universal Rehabilitation Service Agency

Sterling Andrews
Care Human Services

Membership Council

Craig Wood
South

Darrin Stubbs
North West

Greg Morris
North East

Janice Gerbrandt
Edmonton

Linda Bozman
Co-Chair, Central

Michelle Juett
Calgary

Miriam Kaye
Co-Chair, Central

Paige McCann Sauter
South

Pam McGladdery
Calgary

Service Provider Partnership Committee (SPPC)

Andrea Hesse
ACDS CEO

Ann Marie LePan
ACDS Board Director

Janice Gerbrandt
ACDS Board Director

Lorelei Martin
ACDS Board Director

Pamela McGladdery
ACDS Board Vice Chair

Ryan Geake
ACDS Board Chair

SPPC Contract Management Opportunities Working Group

Lorelei Martin
(Co-Chair) ACDS Board Member

Dianne Koltas
ACDS Board Member

Darrin Stubbs
ACDS Board Member

Todd Rich
Working Group Member

OUR ACDS

Blueprint CDS Advisory Committee

Alex Stoye
MirkaCare Services

Brad Perkin
Excel Society

Charlotte McKay
Catholic Social Services

Darla Mohan
Quest Support

Dan Verstraete
Parkland Community Living and Supports Society (PCLASS)

Dianne Koltas
Lethbridge Family Services

Donna Phillips
WJS Canada

Robin Good
Camrose Association for Community Living

Shauna Quintal
Lac La Biche Disability Services

Yvonne Martodam
Vecova Centre for Disability Services and Research

Commission on Accreditation

Dana Wild
Helen Cowie
Jane Rotnem
Janice Gerbrandt
Linda McLean
Megan Wilcott
Michelle Cole

Foundations in Community Disability Studies Advisory Committee

Adam Heighes
Vantage Enterprises Ltd.

Corrine Thomas
Bow Valley College

Donna Jones
Bow Valley College

Erin Clark
Blue Heron Support Services Association

Kathy Dykstra
Robinhood Association

Michelle Cole
Bow Valley College

Conference Advisory Committee

Amber Staples
Vantage Enterprises Ltd.

Doris Kowtek
Catholic Social Services South Central Region

Glory Przekop
Care Human Services

Elaine Caskie
Independent Contractor for ACDS

Kathlene Tweel
New Age Services

Lana Syms
Vegreville Association for Living in Dignity

Sharon Rempel
Southern Alberta Community Living Association

Accreditation Team Leaders

Adina McKinnon
Annette Bourque
Brenda Hogan
Cindy Kunz
Diane Strain
Elaine Caskie
Lynn Graville
Rita O'Connor
Sandra Ebach
Vivianne Widdifield

Accreditation Surveyors

Ali Freng
Alison Yopyk
Almira Vujovic
Billie Harty
Caelin Richards
Chris Krusch
Christine Hodgson
Colette Wanchulak
Darlene Gmeinweser
Debbie Hopaluk
Erin Thibault
Geoff Chapin
Greg Lane
Heather Richardson
Helen Brundige
Helena Impett
Henriette Groeneveld
Jade Menin
Jessie Robertson
Kathlene Tweel
Kathy Fleming

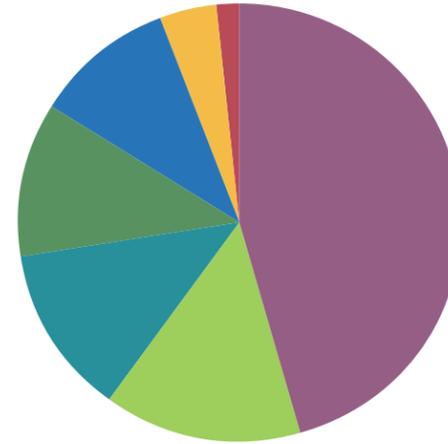
Katie Nixon
Kendra Warwick
Kristi Kassian (McKort)
Lesley Kupka
Linda Staszko
Loretta Fost
Marilyn Reeve
Marina Lynch
Matt Ashton
Melanie Acres
Michelle Juett
Michelle Wolfe
Norma Wisbling
Patricia Harding
Rita Delfing
Rene Plaizier
Renata Vasilj
Samanth Campbell
Sandra Ebach
Sarah Dille
Serena King
Shannon Macklin
Shannon Slabotsky
Sheila Trew
Sheree Worthington
Sheri Brown Kershewski
Tamara Armitage
Tami Tolley
Tenzin Dolkar
Tim Griffin
Tracy Ralph
Wendy Ebach
Wes Hunter
Whitney Dunham

2022|2023 FINANCIALS

Total revenues:

\$2,036,958

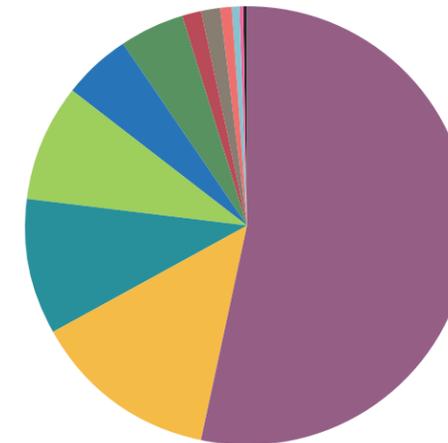
Government Support	931,300
Events, Sales & Training	293,791
Government Grant: Blueprint CDS	257,000
Membership Dues	230,626
Sector Support (Government)	209,000
Accreditation	86,460
Other Revenue	28,781



Total expenditures:

\$2,097,175

Staffing	1,121,702
Blueprint CDS Expenses	284,883
Events, Sales & Trainings	211,717
Surveys	176,870
Administration	107,741
Rent	98,538
Professional Fees	28,152
Travel	27,094
Program Contracts and Consultation	19,174
Program Development and Committees	12,151
Contract Service	8,485
Printing and Advertising	668



“These accomplishments only happen because of the commitment and engagement of our members and partners. We thank you for your continued trust in ACDS to carry your collective voice.”

Ryan Geake

BOARD CHAIR

Andrea Hesse

CEO



ACDS Head Office

Suite 220 - 200 Rivercrest Drive SE, Calgary, AB T2C 2X5

Contact Information

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