



# **Alberta Council of Disability Services**

**Annual Report  
2016 - 2017**

**Leading Excellence in Community Disability Services**

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## ACDS Board of Directors and Staff

**President** - Helen Ficocelli  
**Vice-President** - Ryan Geake  
**Past President** - Vacant

### **Regional Directors**

Darrin Stubbs - Northwest  
Viviane Widdifield - North Central  
Peter Stoye - Edmonton  
Esther McDonald - Central  
Erin Waite - Calgary  
Alex Hann - South

### **Volunteer Directors**

Sean Hann  
Judy Galbraith

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**Vision:** People with disabilities live full lives as citizens supported by a vibrant network of services in their communities.

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

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**[www.acds.ca](http://www.acds.ca)**

### **CEO**

Andrea Hesse

### **Director, Services & Accreditation**

Clova Lehr

### **Executive Assistant**

Alison Long

### **Finance & Business Manager**

Maxine Innes

### **Business Admin/Accounting**

Anne Gosnell

### **Communications & Membership Coordinator**

Jamie Post

### **Workforce Development Coordinator**

Jody Amirault

### **Workforce Classification System Marketing**

Audene Walker

### **Training and Development Manager**

Doreen Hogarth

### **Training and Development Coordinator**

Christine Do

### **Senior Accreditation Coordinator**

Sheila Trew

### **Standards Accred. Coordinators**

Chinekwu Ibeabuchi  
Mel Griswold

### **Accreditation Administrative Assistant**

Val McKinney

# Message from the President

This past year, as with so many other years, has been a year of change, for the government, service providers and ACDS itself. This year has also included many successes.

Alberta Human Services has been renamed Community and Social Services with Children's Services becoming a department of their own. In this process five new Assistant Deputy Ministers were welcomed to this Ministry, including ADM John Stinson responsible for Disabilities, Inclusion and Accessibility Division. This year also included the establishment of the Disability Advocate with details to be coming in the coming months.

Changes have also occurred with the ACDS service providers with more new faces joining our sector. In the coming year, we will all work hard to welcome new leaders, and to provide more opportunities to engage these new leaders, and to continue to provide experienced disability leaders and the new leaders with more opportunities for networking, discussion, strategic planning and camaraderie.

ACDS, as an organization, has also experienced its own change. This year, after ten years with ACDS, we said goodbye to Ann Nicol. Her ability to form connections within the sector and with government, and her extensive knowledge base, wisdom and passion have never failed to be invaluable. With a goodbye comes the welcoming of our new CEO, Andrea Hesse. Andrea joined ACDS in June with a background with Alberta Human Services, non-profit and government leadership. She will continue the work to influence public policy and advancing the disability sector.

As mentioned earlier the sector has had numerous successes including:

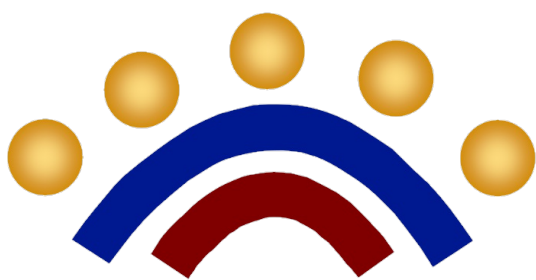
- PDD Standards Consultation including pausing Standard 8 and being replaced with Supporting Safe and Inclusive Lives report;
- Position paper and presentation of the impact of the increase to minimum wage to our sector;
- The tabling and adoption of Bill 205 which created the Advocate for Persons with Disabilities Act;
- Updating ACDS' Creating Excellence Together Standards;
- Development of the Staff Safety Application, and;
- The Annual conference was held in Calgary which included the presentation of the first Annual ACDS Innovation Award.

These successes could not have happened without the support, input and dedication from all of you, the ACDS members, therefore a big thank you goes to everyone of you. You as members continue to see the importance of an umbrella organization that brings us together for the common good of Albertans with disabilities. We serve the community, and we are a community. The issues we face, we overcome by developing solutions and by presenting them together. We work proactively and collaboratively to ensure continuous learning, best practices, the rights of the individual, and quality and accredited services. As ACDS members, you have worked diligently to speak with a common voice, to work together to inform Ministers, MLAs and the public about the disability sector.

I would like to thank the staff for their continued dedication to this organization, and their ability to be flexible and patient in dealing with the changes this year. And finally, I would like to thank the Board of Directors, who give their time to come from all parts of Alberta to meet, to provide leadership, and govern an organization that serves and connects most of the community disability service providers in the province.

**Helen Ficocelli**  
ACDS President

# ACDS Accreditation Council



The Creating Excellence Together (CET) standards were developed by Albertans for Albertans.



Thank you to those who contributed their time during 2016/17 to serve on the Accreditation Council, Standards Review Committee, and Commission on Accreditation!

#### Standards Review Committee

Aaron Semkuley  
Adejare Popoola  
Allison Yopyk  
Annette Bourque  
Barb Kerr  
Bern Ayotte  
Cheri Konsmo  
Clary Fox  
Clova Lehr  
Colette Wanchulak  
Corinne Thomas  
Curtis Slater  
Debbie Shaw  
Doreen Hogarth  
Doug Luft  
Erin Thibault  
Hebert Turcios  
Jean Jones  
Jessica Robertson  
Katie Nixon  
Lin W. Hermanson  
Linda McLean  
Linda Staszko  
Lisa McKee  
Loro Koski  
Mylaine Tsaprailis  
Paul Dara  
Ruth Ramos  
Sandi Pesklevis  
Sandra McGrath  
Sheila Trew  
Stephanie Ball  
Steve Slopek  
Tori Martin  
Tracey Reece  
Val McKinney  
Wayne Thompson

Thank You!

#### Accreditation Council

Darren Bennett  
Lloyd Fischer  
Rob Halfyard  
Tilton Reed  
Todd Rich  
Clova Lehr  
Corinne Thomas  
Jamie Post  
Jody Amirault  
Sheila Trew  
Val McKinney  
Doreen Hogarth

#### Commission on Accreditation

Aileen Wight-Felski  
Ann Sims  
Carolyn Mills  
Doug Luft  
Jane Rotnem  
Karen Gingras  
Linda McLean  
Pamela McGladdery  
Pat Whyte



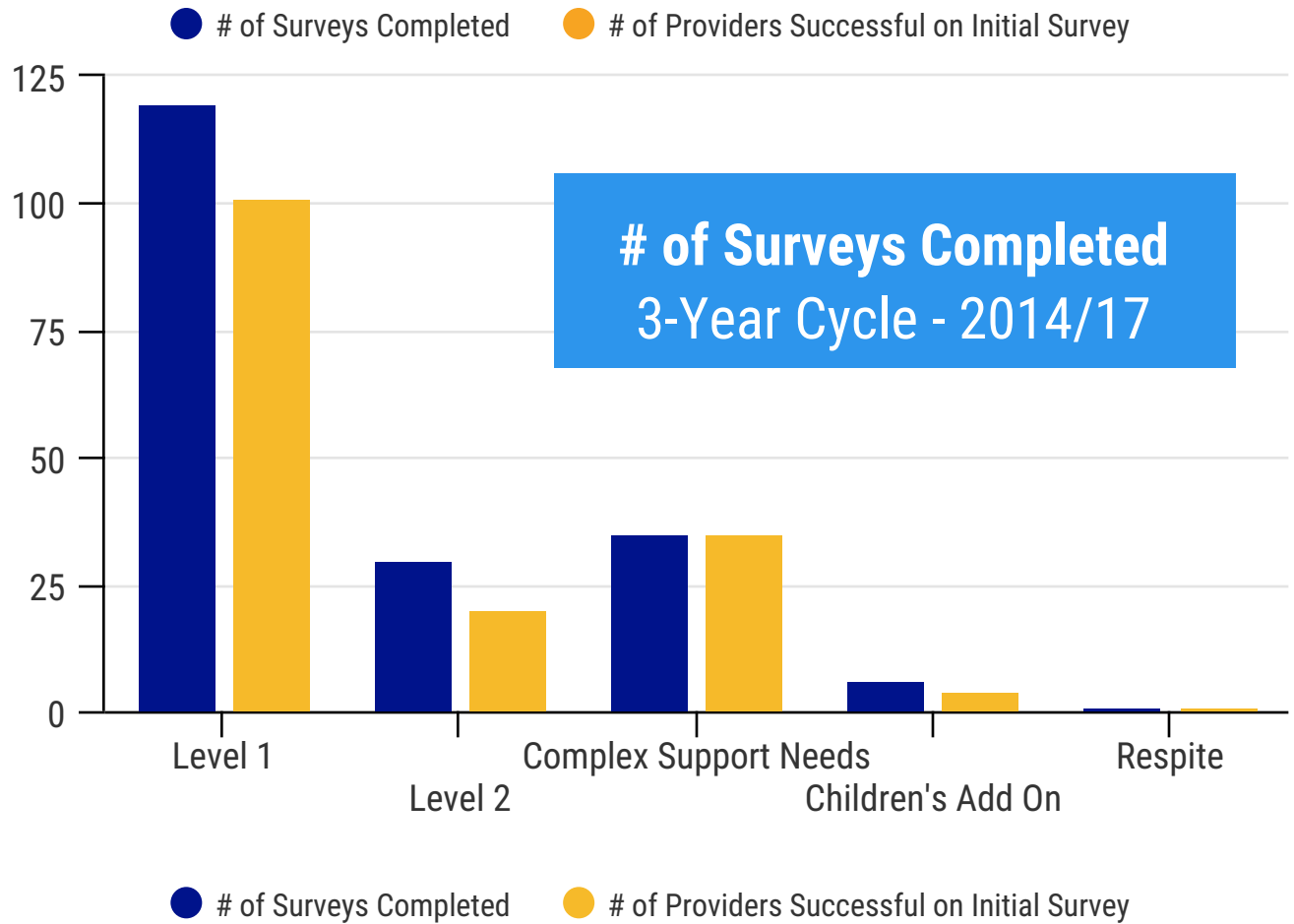
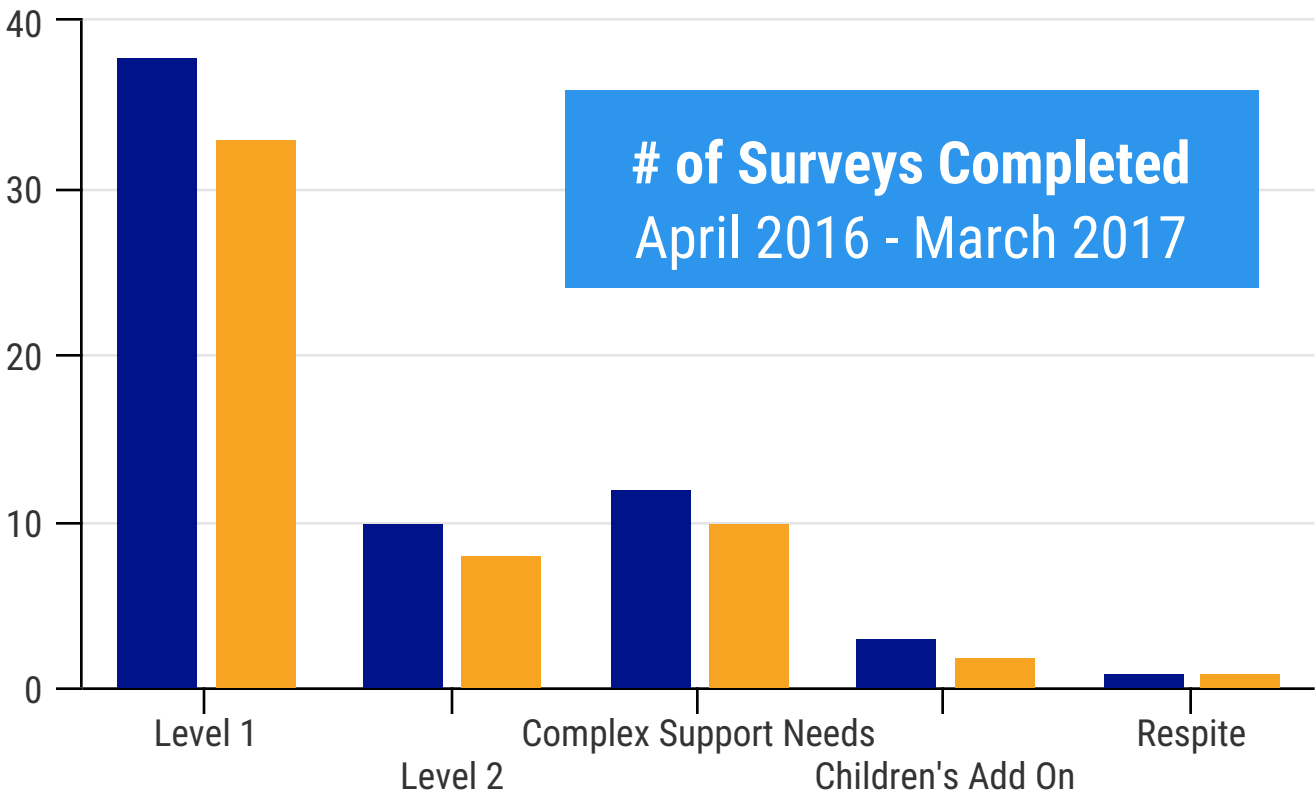
144

## PDD Funded Service Providers

Have been accredited through CET since April 1, 2014

80%

## That's 80% of all Community Disability Service Providers in Alberta!

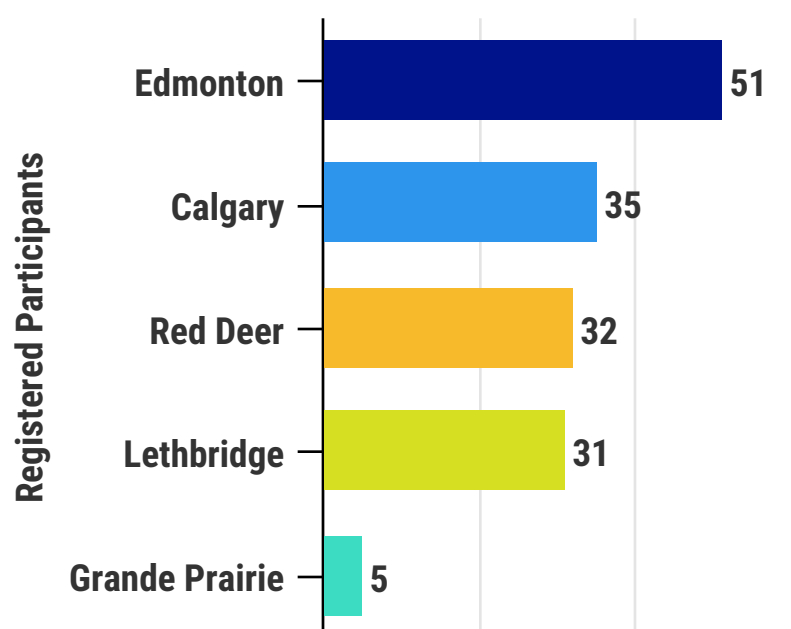


# CET 2016

# CET by Region

**April 2017** We launched the revised 2016 CET Standards

Info sessions were held in five regions during January and February 2017



**60**

active surveyors were supporting CET as of March 2017



**51**

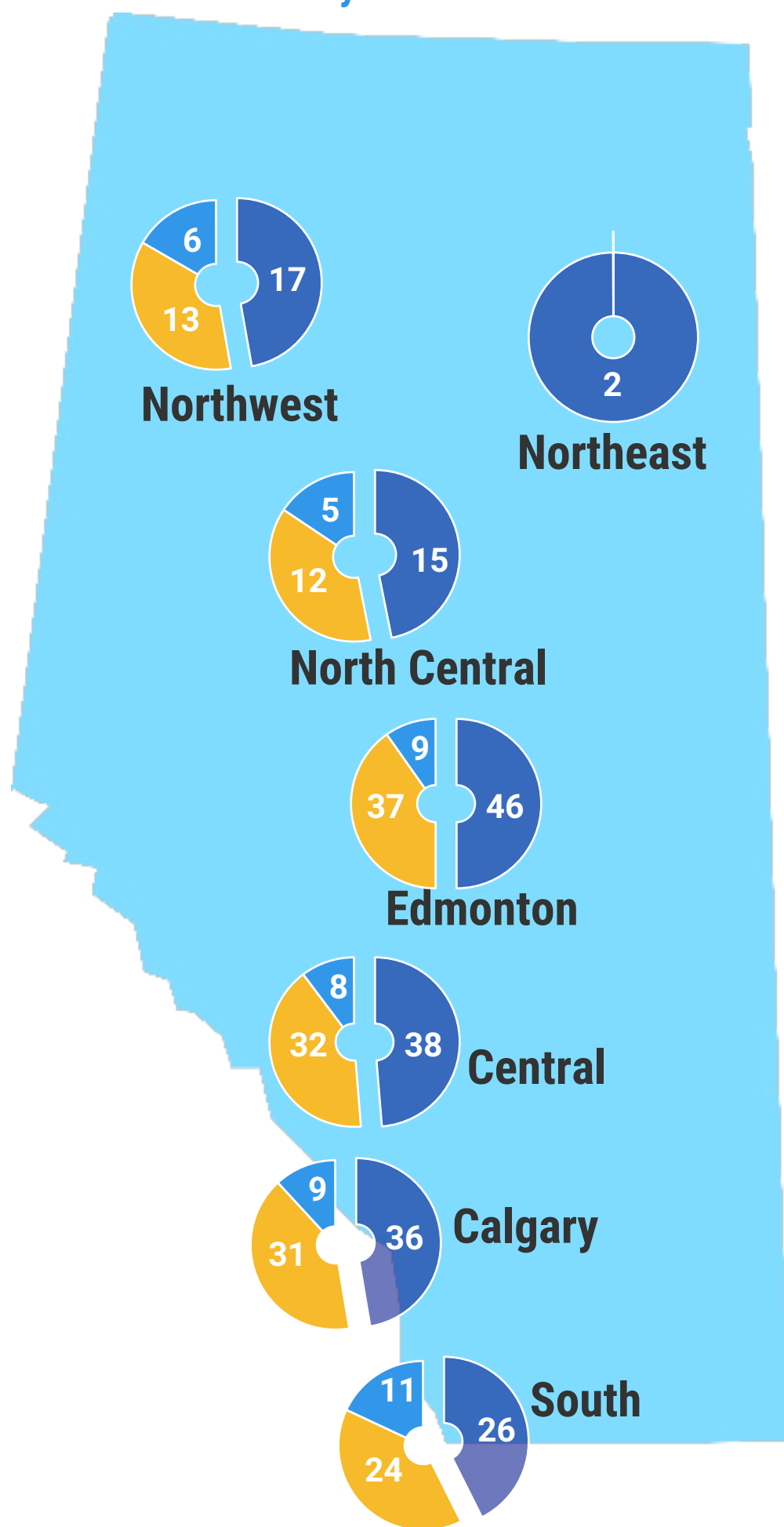
surveyors took part in refresher training, March 2017



**32**

accredited Service Providers have met the Complex Support Needs review requirements

# of Service Providers  
# of Surveys - 2014 to 2017  
# of Surveys - 2016 to 2017



# ACDS Training and Development

## Foundations

In Community Disability Services

April 2016 - March 2017 Highlights



145

Online Learners



287

Face-to-Face  
Learners



432

Graduates



1,296

Sections  
Completed by  
Learners



6,912

Modules Completed  
by Learners

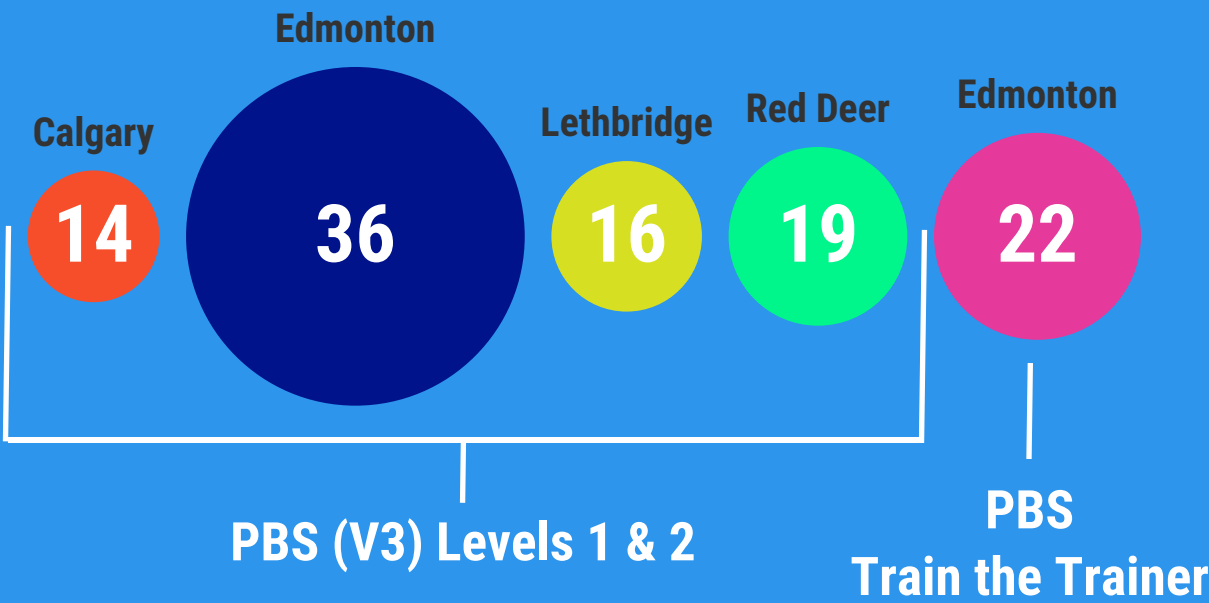


**Workshops**



Seats Filled

### Positive Behaviour Supports



### Winning Proposals with Kara Thompson



23

Watch it on YouTube  
[bit.ly/acdswinningproposals](http://bit.ly/acdswinningproposals)

### Intercultural Specialist



19

### Creating Believable Value



23



[bit.ly/ACDSvideos](http://bit.ly/ACDSvideos)

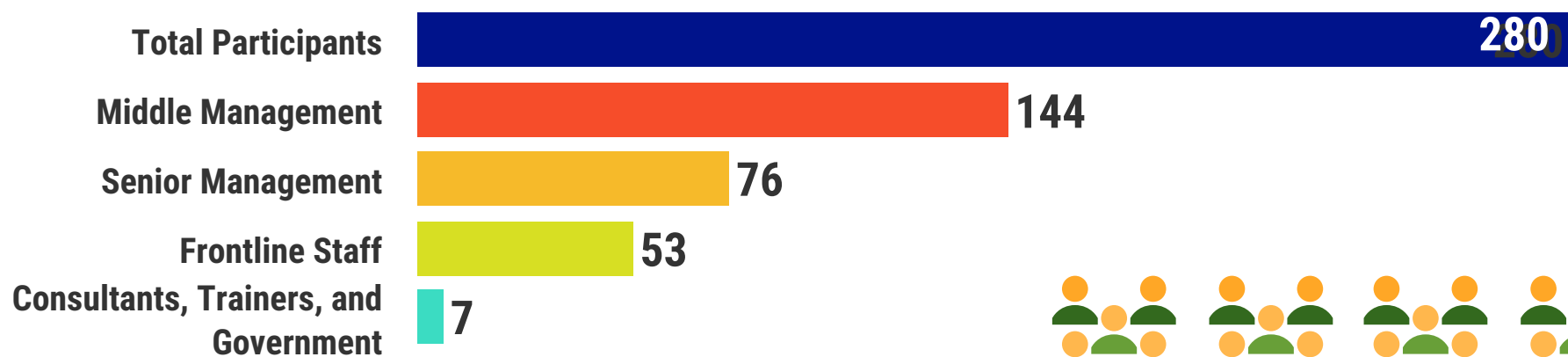


# The Door is Open:

## Awakening our Collective Power

### The 2017 ACDS Spring Conference

#### Conference Participation



#### Service Provider Attendance

By Region

**31** Workshops and Sessions

**53** Presenters

**8,400** Views on ACDS2017.ca

Northeast **1**

Northwest **4**

North Central **7**

Edmonton **17**

Central **9**

Calgary **17**

South **7**

Dan Verstrate - PCLASS  
Doris Kowtek - Catholic Social Services  
Lorelei Martin - DARTS  
Marianne Godlonton - URSA  
Paige McCann Sauter - Ability Resource Centre  
Pat Ferguson - Rocky Support Services  
Stephen Wright - ADWA/ CASS  
Jamie Post, ACDS  
Christine Do - ACDS  
Doreen Hogarth - ACDS

**2017 conference  
Planning Committee**

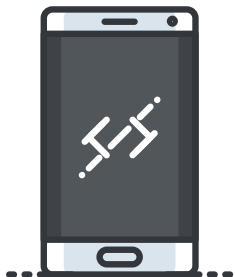


# ACDS Workforce Council

Get started with the  
ACDS/ADWA



## Staff Safety Hub App



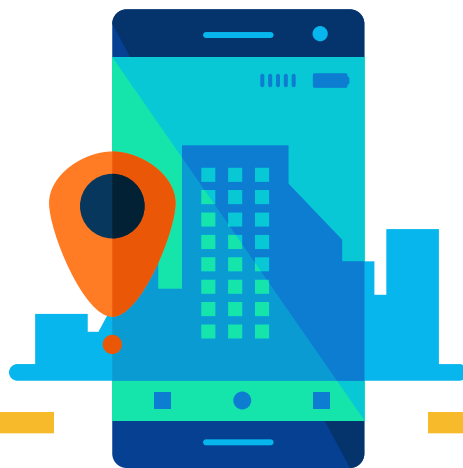
Phone



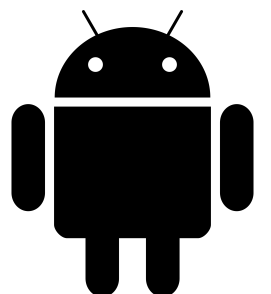
Tablet



Desktop



Developed over the last year with the financial support of Occupational Health & Safety - The Staff Safety Hub is free resource for Alberta's Community Disability Services workers



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Visit  
[bit.ly/safetyhub](https://bit.ly/safetyhub)

Thank you to the Alberta Disability Workers Association, SKILLS Society, Westlock Independence Network, Independent Advocacy, and the Rehabilitation Society of Southwestern Alberta for assisting with app & content development.

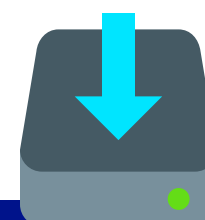
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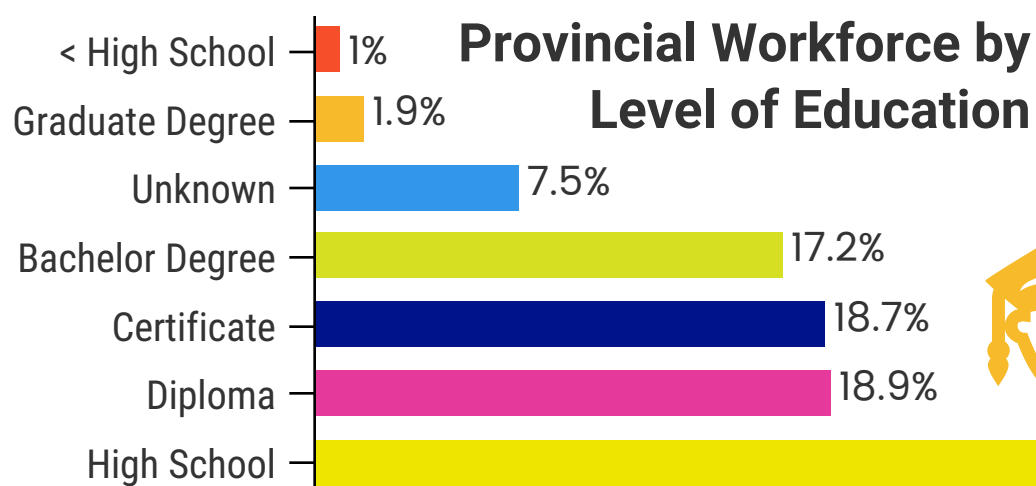
# 2016 HR Data Collection



Conducted from February 2nd to 28th, 2017 - The report pulls from data submitted by 48 service providers, representing 5,998 staff



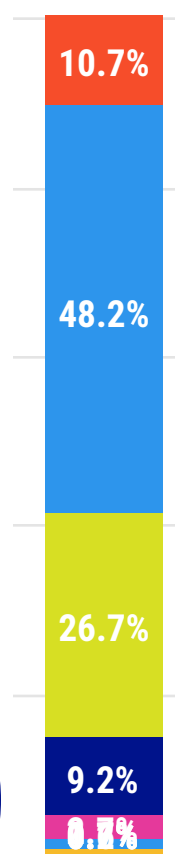
Download the full report in the members-only section of [www.acds.ca](http://www.acds.ca)



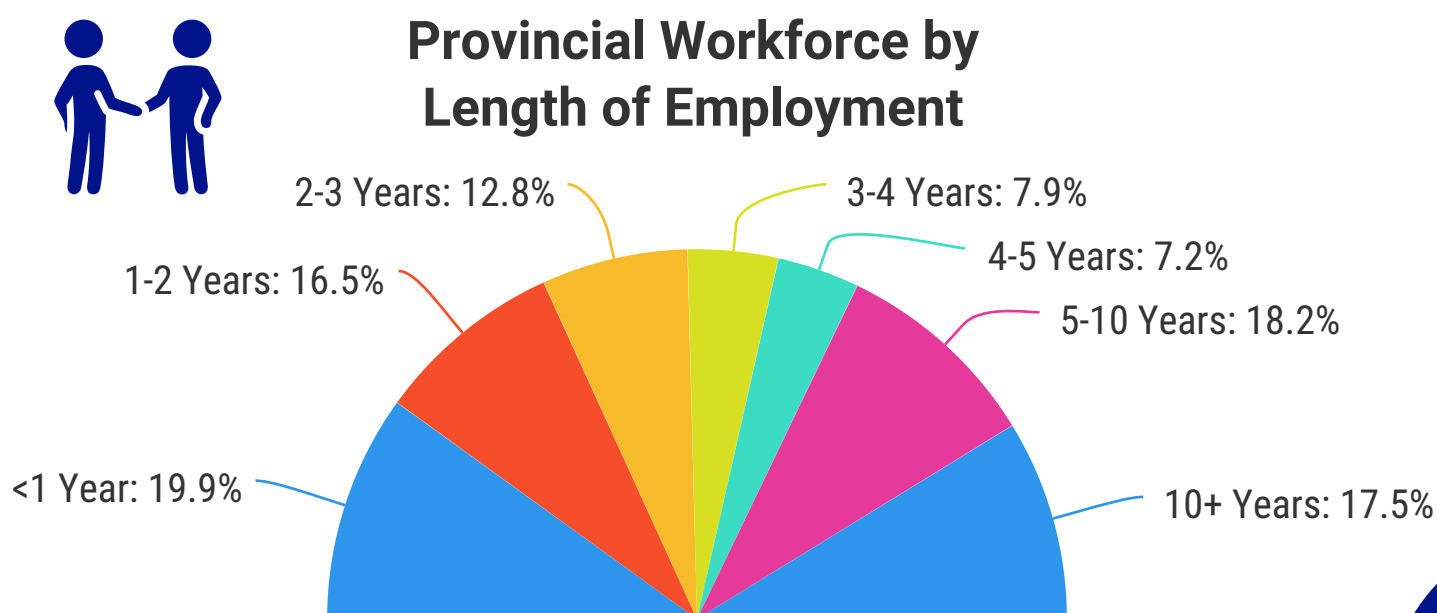
## Provincial Workforce by Wage



- \$<13-\$15
- \$15-\$20
- \$20-\$25
- \$25-\$30
- \$30-\$35
- \$35-\$40
- \$40-\$45
- \$45-\$50
- \$50+



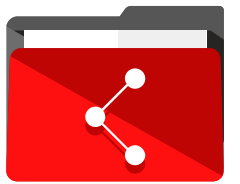
**58% of CDS workers earned \$20/hr or less.**



**19.9% of sector staff had been with their organizations for less than one year. A 7.5% increase from 2015.**



# ACDS Membership Council



The following are some successes linked to the Council's leadership over the past year, and the collaborative work of regional Service Provider Councils.

## Minimum Wage



Multiple reports on wage compression and operating cost impacts were submitted to government - built upon information collected, and surveys distributed across the province by the Membership Council and Regional Councils.

## Contract Template



Problematic contract clauses were removed, the existing contract was extended for one year, the Minister initiated a collaborative contract development process with ACDS, and regional Service Provider Councils jointly contributed to fund legal costs.

## PDD Safety Standards



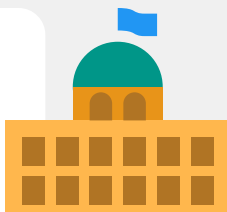
The Safety Standards Regulation was paused in 2016 for a consultation process that involved thousands of Albertans. The entire regulation was ultimately repealed and the follow-up "Supporting Safe and Inclusive Lives" report was released in October 2016.

## Competitive Procurement



An issue that was raised multiple times in the Legislative Assembly. A speaker from B.C. was invited to Conference 2016 to speak to the impact in their province from a similar procurement process. The Minister has said in the Legislature that he is fully committed to working with ACDS on the issue, and PDD services would not be "auctioned".

## Informing MLAs



Two Private Member bills have been tabled by the 29th Legislature related to PDD and people with disabilities. MLAs have been extensively briefed on ACDS, PDD and key issues by ACDS staff and sector leaders, member organizations, regional councils, and their own caucus staff in response to extensive MLA engagement by Service Providers.

## 2016/17 Membership Council

**North West**  
Darrin Stubbs - Signature Support Services  
Rilla Websdale - ASLS

**North Central**  
Arno Birkigt - Blue Heron Vocational

**Edmonton**  
Kathy MacDonald - YWCA

**Central**  
Deb Martin - Lacombe Action Group  
Ron Bos - Rehoboth

**Calgary**  
Erin Waite - Connections Counselling

**South**  
Sue Manery - SACLA  
Paige McCann Sauter - Ability Resource





# celebrating success

Some of things we're proud to highlight as successes for ACDS in serving the disability sector this past year



## Supporting Safe and Inclusive Lives

The final report and recommendations of the PDD Safety Standards Consultation

Released in October 2016



In 2016 government asked thousands of Albertans what they thought of the regulation.



ACDS was part of the Safety Standards Consultation Team.



On April 1, 2016, the PDD Safety Standards Regulation was repealed!



## Bill 205

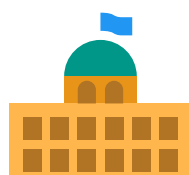
### Advocate for Persons with Disabilities Act



Exploring the creation of a Disability Advocate was a recommendation of the PDD Safety Standards report.



Many MLAs rose in the Legislature to speak in support of Bill 205, often citing what they've heard from the PDD community.



ACDS was invited to the Legislature to meet MLAs Sandra Jansen and Marie Renaud to discuss a draft bill to create an Advocate's Office.



Private Member's bills rarely make it all the way to third reading the Legislature. Bill 205 was passed in 2017 in a unanimous vote.



Over 150 discussion  
threads have been  
created.



2016/17 is year 2 for  
the Community of  
Practice

# On Common Ground

## The ACDS Community of Practice

[www.acds.ca/community](http://www.acds.ca/community)

8000

[www.acds2017.ca](http://www.acds2017.ca)

The Conference 2017 section of the Community of Practice was viewed more than 8,000 times!

The First

ACDS Innovation Award

6  
Nominees

239  
Votes Cast

Nominee  
Profiles Viewed  
2,800 Times

The winner of the 1st annual ACDS Innovation Award, as voted on by the ACDS community and presented at Conference 2017...

**SKILLS Society, SACLA, and Lift Interactive**



Pictured with the award in the  
Skills Society Action Lab:

Pat Conrad (Skills)  
Micah Slavens (Lift)  
Sue Manery (SACLA)  
Ben Weinlick (Skills)  
Jordan Yeo (Lift)

For the My Compass Personal Planning App

[www.mycompassplanning.com](http://www.mycompassplanning.com)

# Summarized Financial Report for 2016/17

## Report of the Independent Auditor

### 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, 2017, 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 ACDS for the year ended March 31, 2017. I expressed an unqualified audit opinion on those financial statements in my report dated July 11, 2017.

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, 2017 are a fair summary of those financial statements, on the basis described in the Note 1.

Anda Frusescu CGA Professional Corporation, Certified General Accountant  
Calgary, Alberta, July 11, 2017

#### 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 the ACDS Board of Directors. 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.

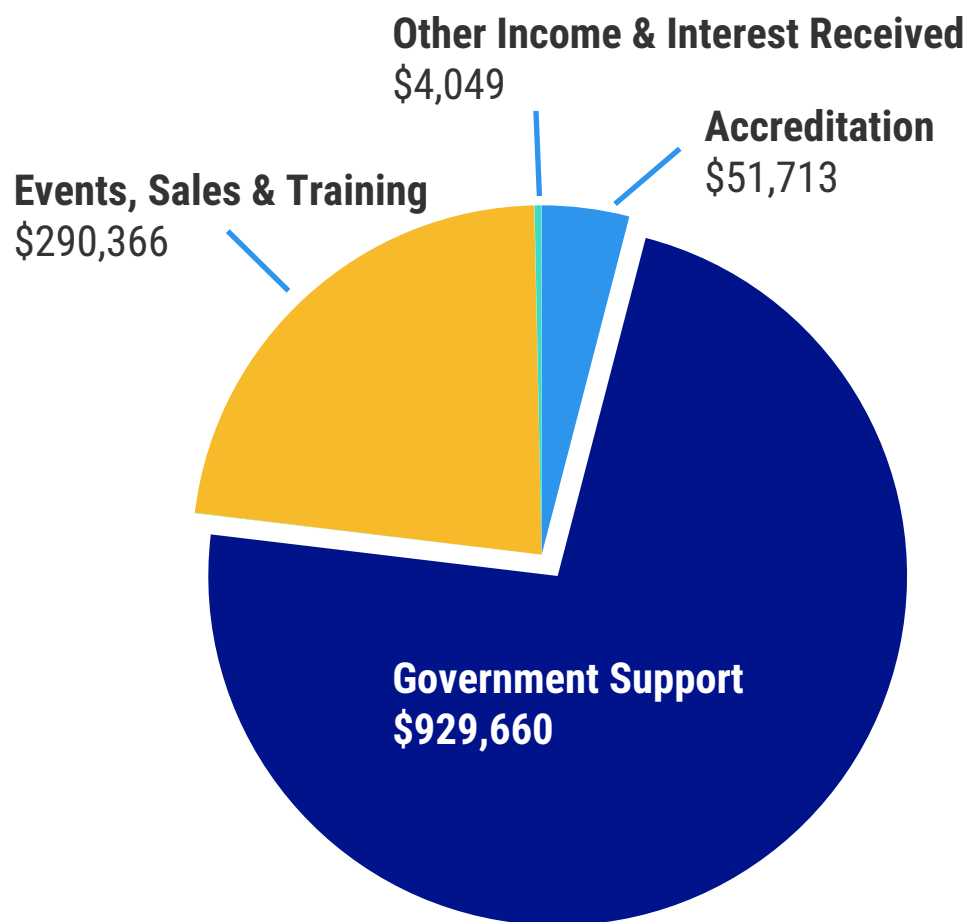
**Helen Ficocelli**  
President

**Ryan Geake**  
Vice-President

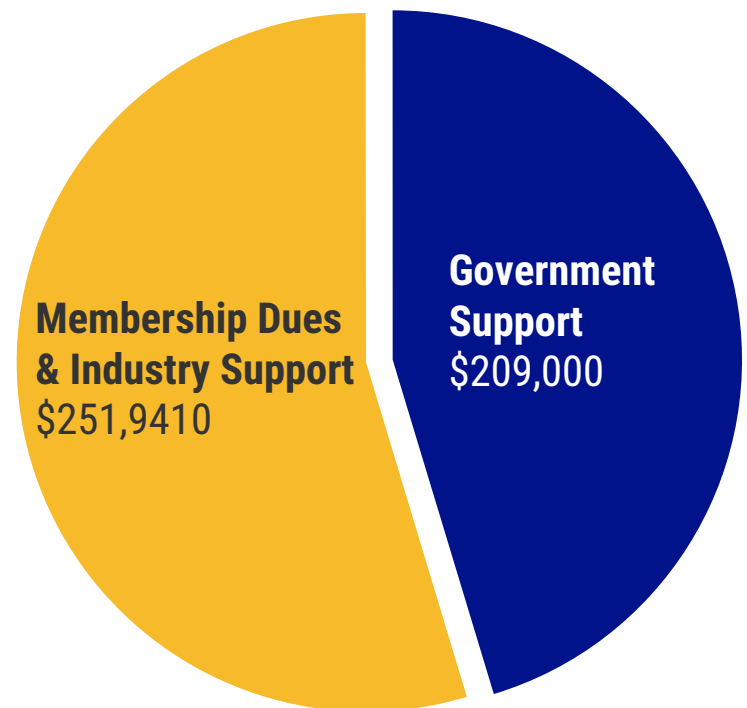


# Revenue - 2017

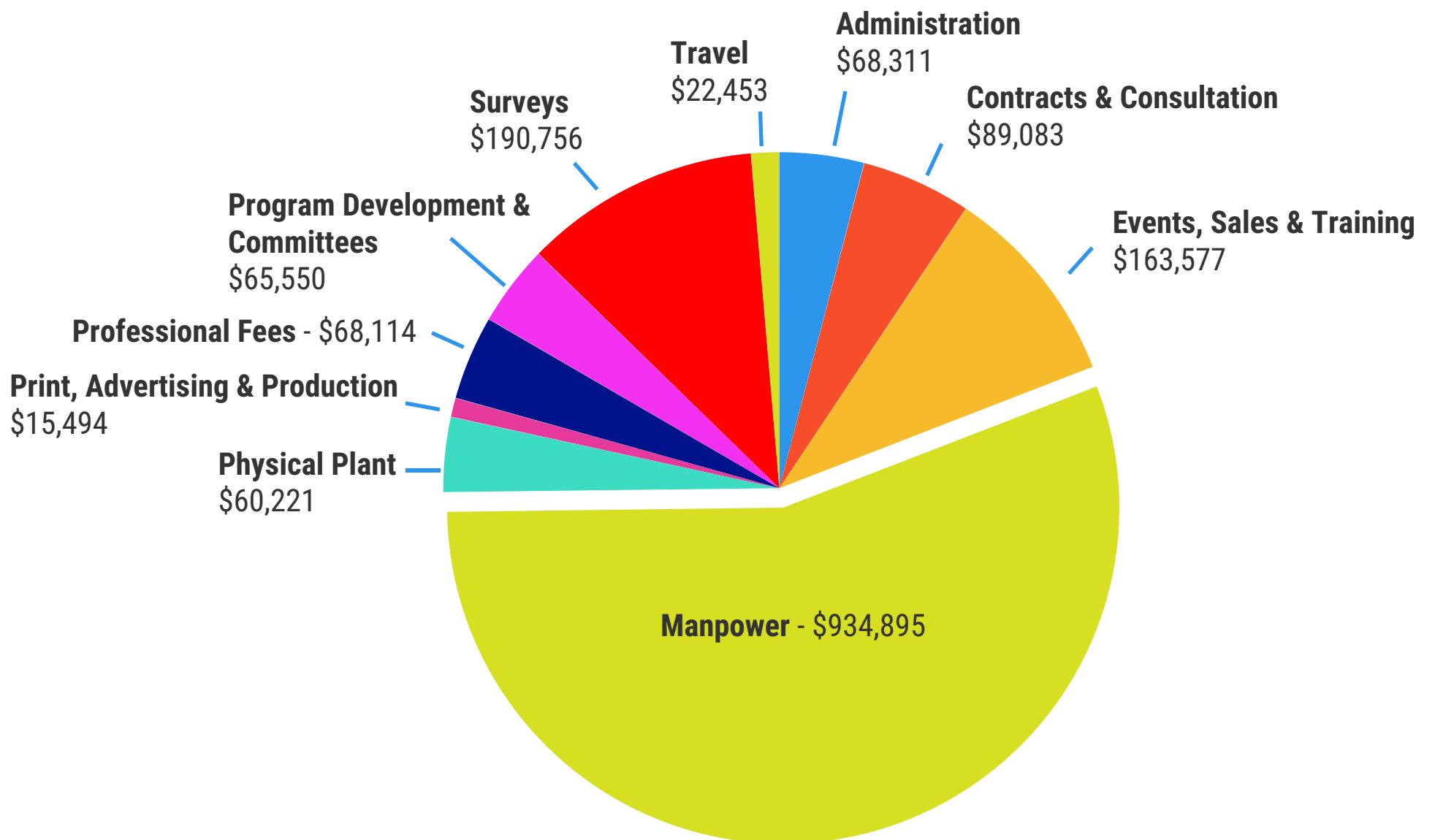
## Program Revenue



## Sector Support Revenue



# Expenses - 2017



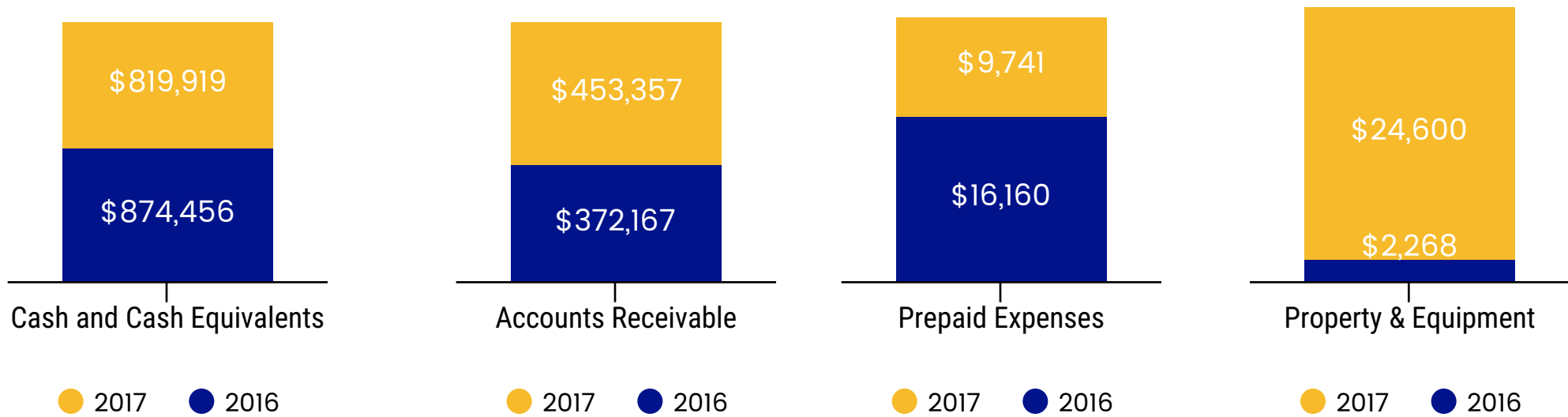
**Total Revenue - \$1,736,729**

**Total Expense - \$1,678,454**

**Excess of Revenues over Expenses - \$53,274**



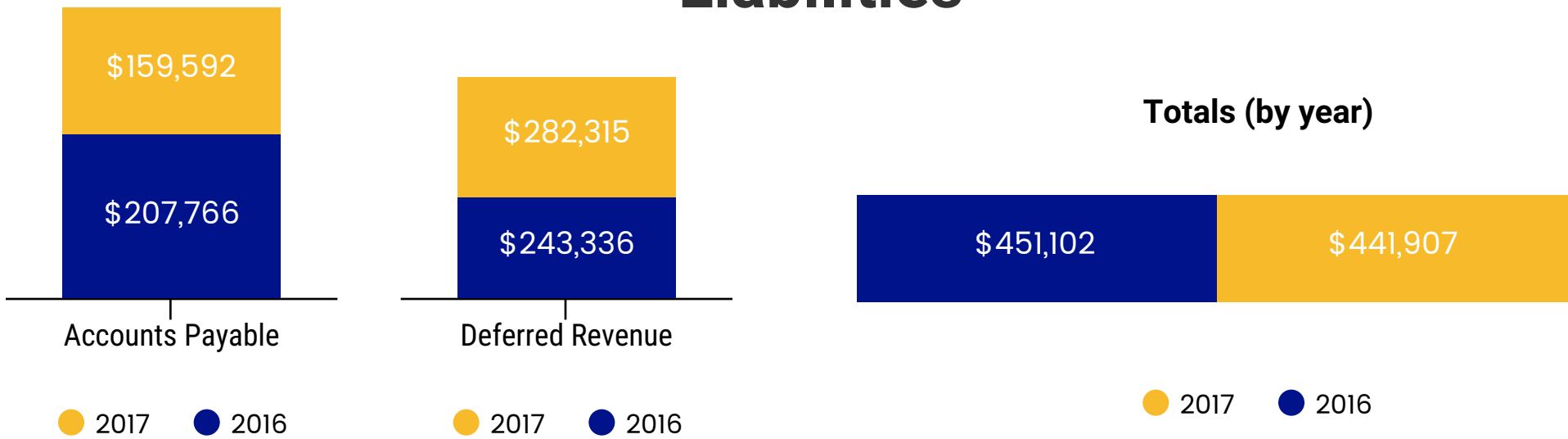
# Assets



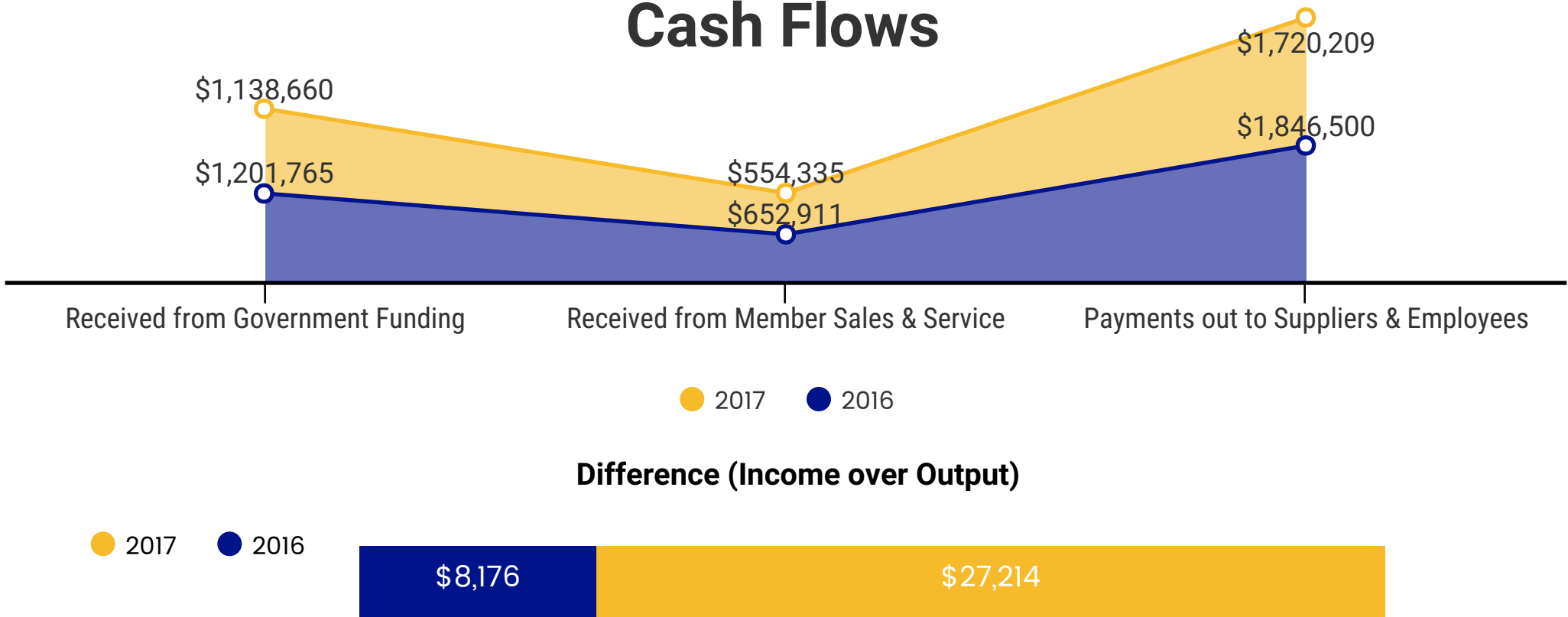
Totals (by year)



# Liabilities



# Cash Flows



The summarized financial statements have been prepared from the audited financial statements for the year ended March 31, 2017 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' website ([www.acds.ca](http://www.acds.ca)) or upon request by contacting the office directly.**

# ACDS Members

## NORTHWEST

Accredited Supportive Living Society (ASLS)  
Canadian Mental Health Assoc. – Grande Prairie  
Community Life Acceptance Independence Resources Inc.  
Falher Friendship Corner Association  
Marigold Enterprises Rehabilitation Services Society  
Northern Lights Ranch  
Signature Support Services

## NORTHCENTRAL

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  
Life Empowerment Support Services  
St. Paul Abilities Network (SPAN)  
Vegreville Association for Living in Dignity (VALID)  
Westlock Independence Network (WIN)

## 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  
Cosmos Community Support Services Ltd.  
Drumheller and Region Transition Society (DARTS)  
Employment Placement and Support Services (EPSS)  
Falcon Enterprises, Wainwright & District Association  
Horizons Training Centre Society  
Lacombe Action Group for the Handicapped  
Padnoma Support Services Inc.  
Parkland Community Living and Supports Society  
Providing Residential Options & Services (PROS)  
Regional Living Skills  
Rocky Support Services Society  
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 Services

## NORTHEAST

Salvation Army Start Program (The)

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

## **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  
Commuity Living Alternative Services Ltd.  
Connections Counselling and Consulitng Foundation  
Developmental Disabilities Resource Centre (DDRC)  
Foothills Advocacy in Motion (A.I.M.) Society  
In-Definite Arts Society  
L'Arche Association of Calgary  
New Age Services  
Optional Rehabilitation Services (OPTIONS) Inc.  
Prospect Human Services Society  
Resicare Socieity 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

## **ASSOCIATE ORGANIZATION MEMBERS**

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

## **AFFILIATE MEMBERS**

WCG Services – British Columbia

## **SOUTH**

Ability Resource Centre (formerly Rehb. Soc. SW AB)  
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  
Southern Alberta Community Living Association  
Southern Alberta Society for the Handicapped  
Taber Special Needs Society  
Wheat Country Special Needs Society

## **ASSOCIATE INDIVIDUAL MEMBERS**

Nyah Aben Collins  
Sheila Foster  
Bob Greig  
Lin Hermanson  
Linda Maxwell  
Lawrence Muwazi  
Ral Gloria Nwaobi  
Allan O'Byrne  
Rita O'Connor  
Ibrahim Rotimi Oyeboode  
Dale Peterson  
Gail Stephens  
Margaret Teasdale-Labrie  
Laurie Williams  
Bill Winship

# Notes



## **Alberta Council of Disability Services**

**160 3015-12 Street NE**

**Calgary, AB T2E 7J2**

**Ph: (403) 250-9495**

**Fax: (403) 291-9864**

**Email: [acds@acds.ca](mailto:acds@acds.ca)**

**Web: [www.acds.ca](http://www.acds.ca)**