



# 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

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

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

Collected data towards the **ACDS Survey 2022: Community Disability Services Sector Training Issues and Needs**

## February

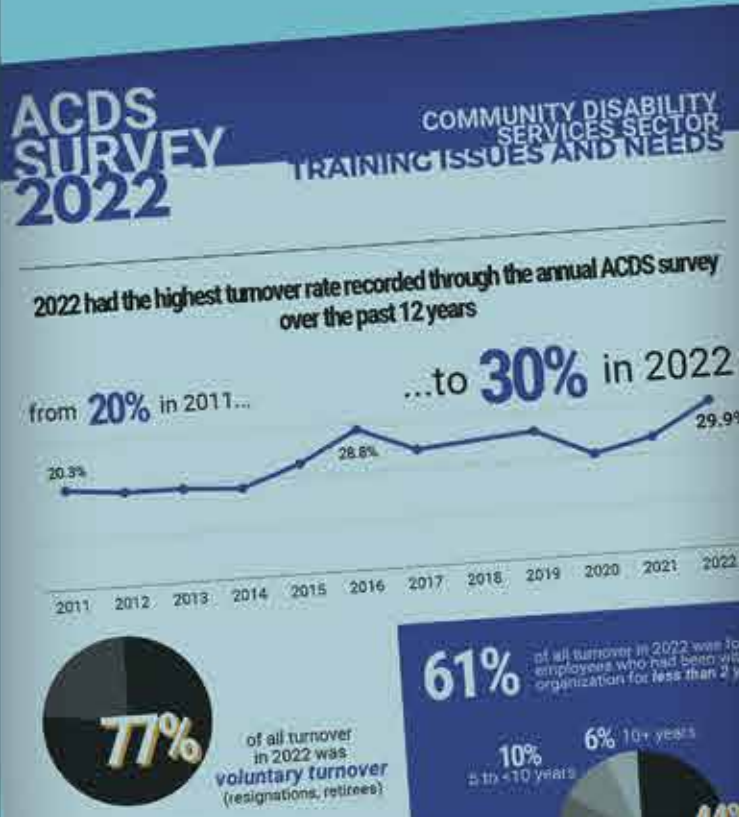
2023

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

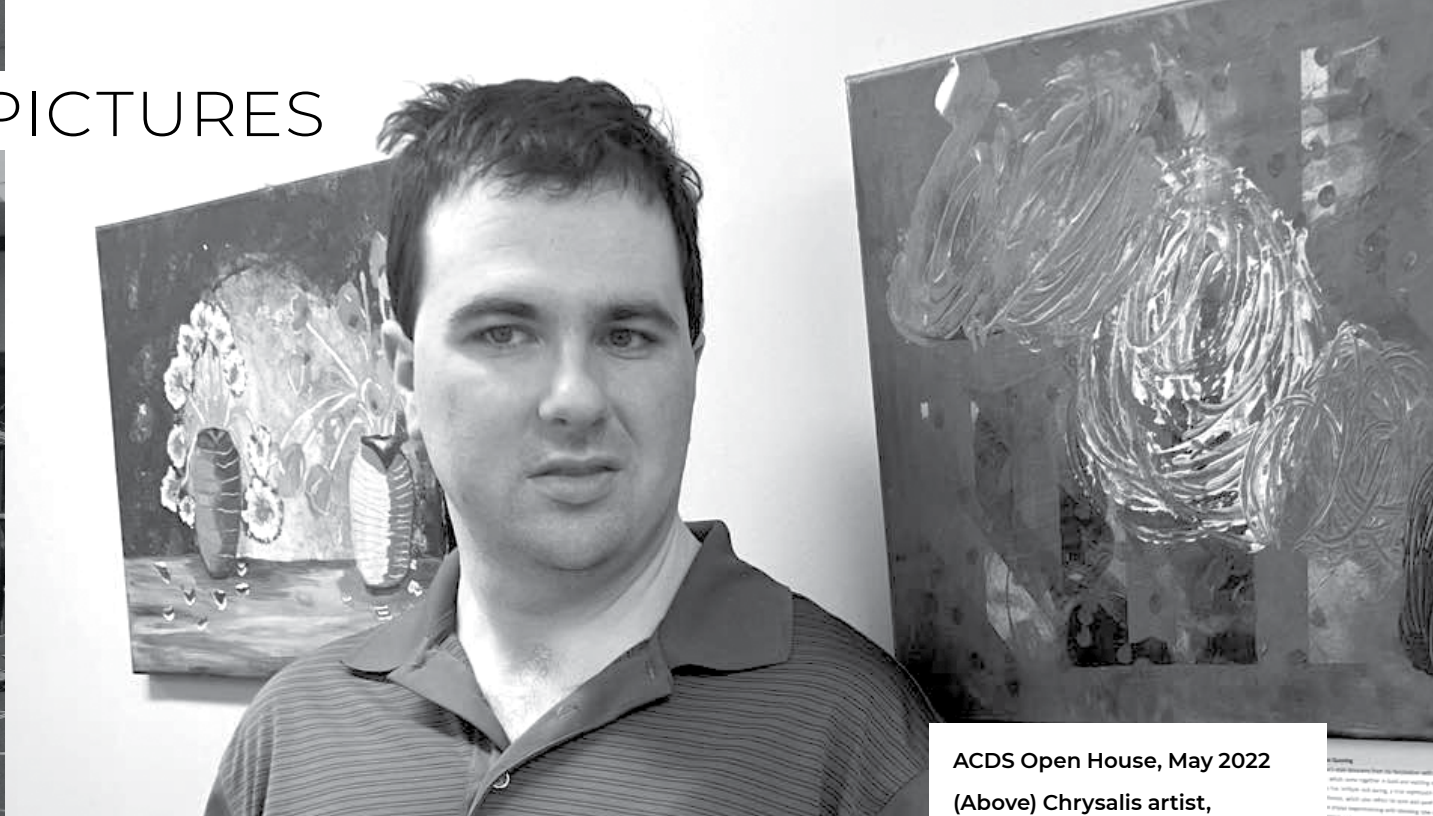
2023

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

39

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

22

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

115

organizations participated in one or more ACDS training program

689

learners registered for core training programs

238

learners registered for Foundations in Community Disability Studies program

26

virtual training sessions offered in response to demand on:

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

3

webinars hosted:

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

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 Koktas  
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 Koktas  
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 Koktas  
Lethbridge Family Services

Donna Phillips  
WJS Canada

Robin Good  
Camrose Association for Community Living

Sauna Quintal  
Lac La Biche Disability Services

Yvonne Martodam  
Vecova Centre for Disability Services and Research

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 Gmeinwaser

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

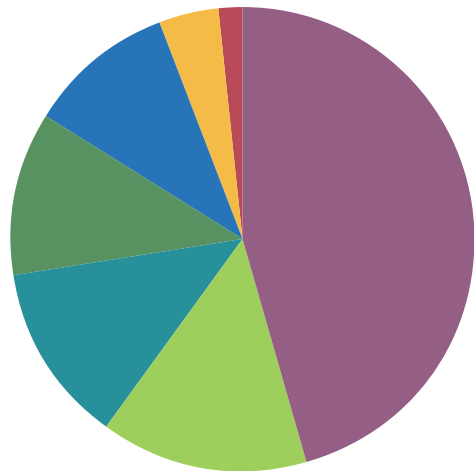
Whitney Dunham



2022|2023 FINANCIALS

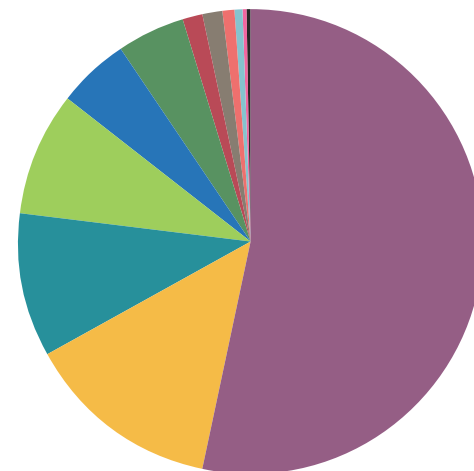
Total revenues: **\$2,036,958**

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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