



# ANNUAL REPORT

2022|2023



A man with a shaved head, wearing a dark hoodie, is looking towards a bulletin board. The bulletin board is covered in a dense pattern of small, light-colored objects, possibly pins or papers. A notice is pinned to the board, featuring a small portrait of a man and some text. The entire image has a teal color overlay.

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“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



**Creating  
Excellence  
Together**

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

## December 2022

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

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

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

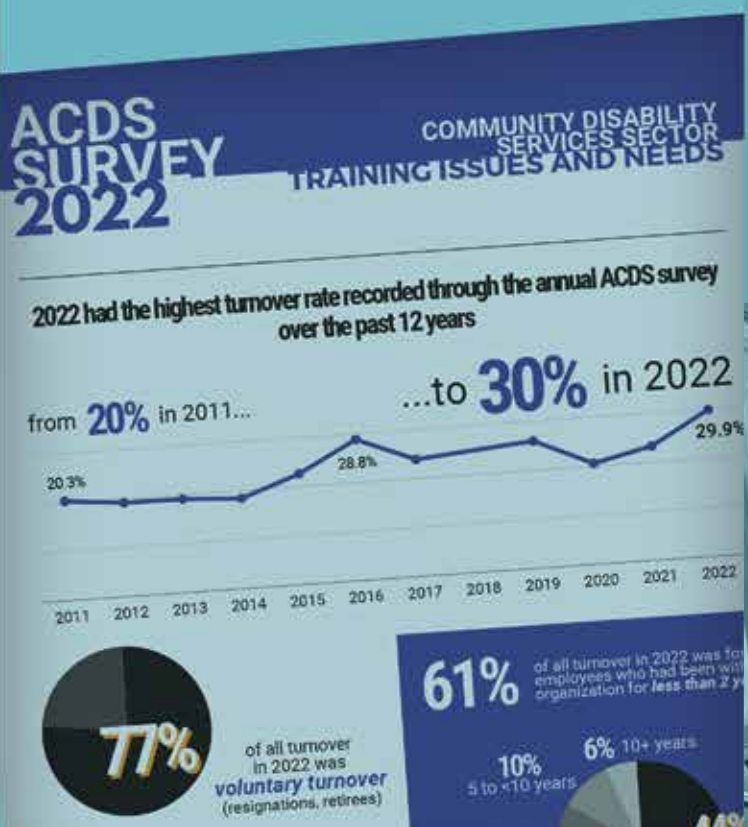
2023

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



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







Leadership Engagement Session,  
September 2022



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



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

# 360

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

# 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

# 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



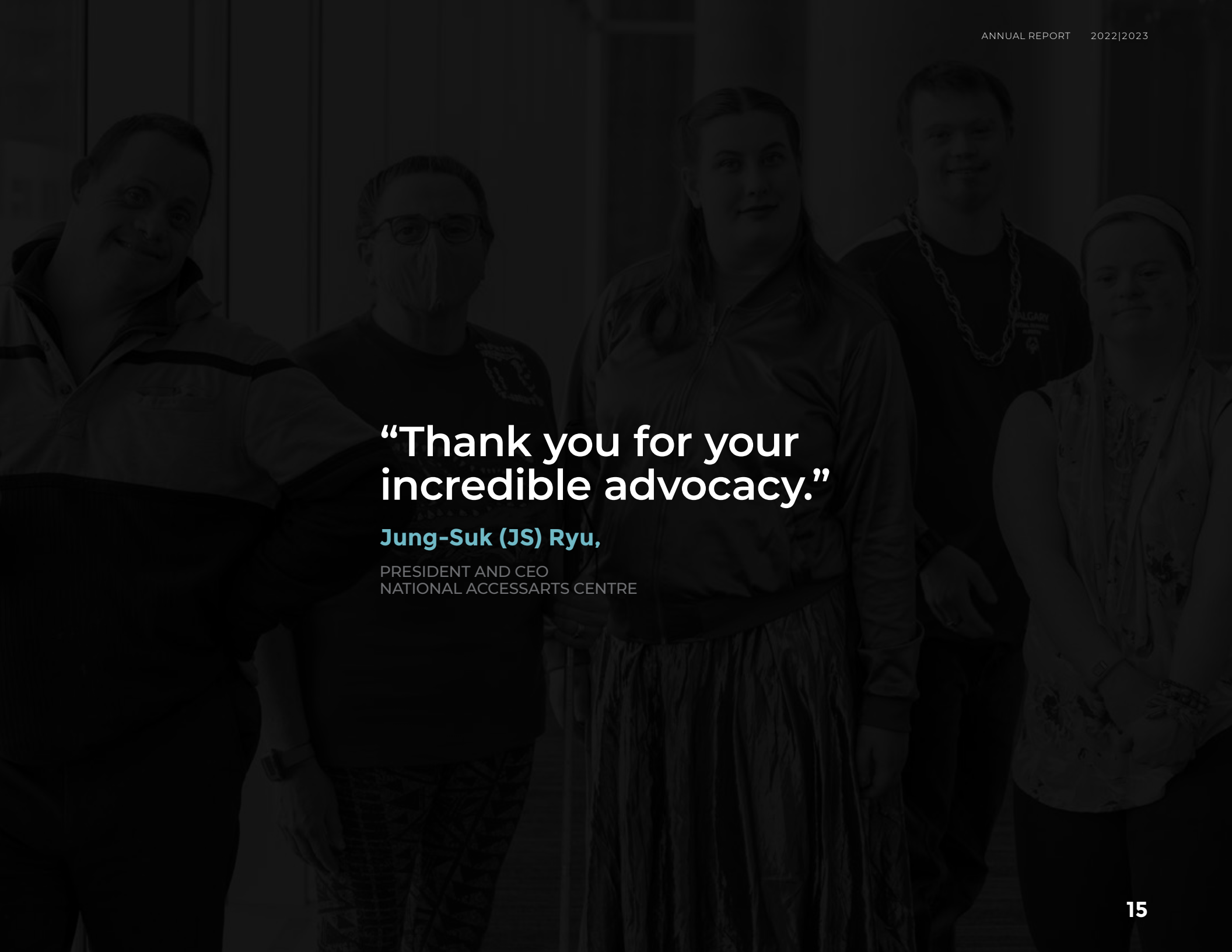
# 2022|2023 IN WORDS

“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/Centrepoint 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

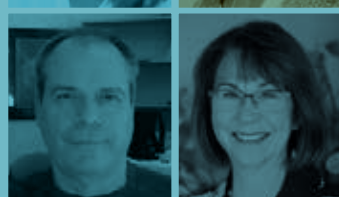
**Dianne Korkas**  
South

**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 Korkas**  
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

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

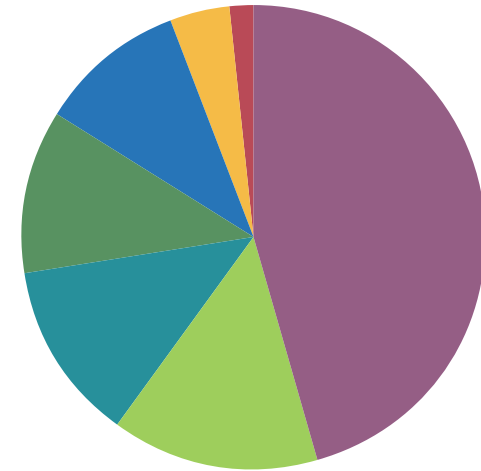
Katie Nixon  
Kendra Warwick  
Kristi Kassian (McKort)  
Lesley Kupka  
Linda Staszko  
Loretta Fost  
Marilyn Reeve  
Marina Lynch  
Matt Ashton  
Melanie Acres  
Michelle Juett  
Michelle Wolfe  
Norma Wisbling  
Patricia Harding  
Rita Delfing  
Rene Plaizier  
Renata Vasilj  
Samanth Campbell  
Sandra 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**

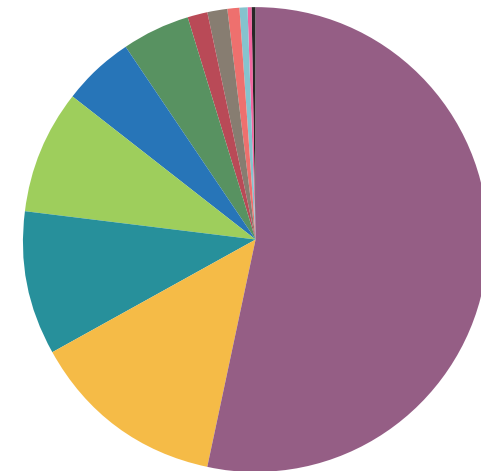
Government Support	931,300
Events, Sales & Training	293,791
Government Grant: Blueprint CDS	257,000
Membership Dues	230,626
Sector Support (Government)	209,000
Accreditation	86,460
Other Revenue	28,781



## 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**

P. (403) 250-9495 F. (403) 291-9864 E. [acds@acds.ca](mailto:acds@acds.ca)