



WORKING FOR MEMBERS THROUGH LEADERSHIP
WITH GOVERNMENT

ALIGN has maintained its leadership role with government for over 50 years. This past year has been no exception. The expertise of our members and the strength of our relationships with global experts, equips us to confidently provide real world perspectives on the issues impacting children and families.

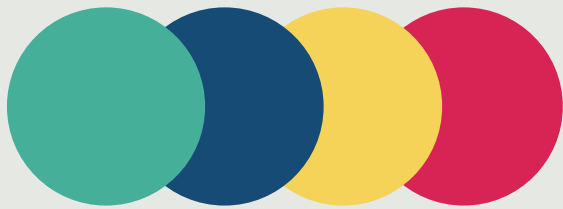
During the past year ALIGN has facilitated member engagement on issues of critical importance to Alberta children, families and communities.

- Stronger, Safer Tomorrow Action Plan
- Kinship Care Redesign
- Fair and Family-Friendly Workplaces Act (Bill 17)
- Act to Protect the Health and Wellbeing of Working Albertans (Bill 30)
- Act for Strong Families and Building Stronger Communities (Bill 22)
- Contract procurement
- Minimum wage

STRATEGIC FOCUS
For 2017 – 2022, ALIGN committed to the following five strategic priorities. This annual report summarizes our progress.

- Develop and implement organizational sustainability strategies, including targeting and key messages.
- Promote excellence in professional development and research in Alberta.
- Develop an ALIGN Indigenous strategy.
- Develop a workforce strategy for healthy, sustainable, competent service providers.
- Leadership with government.

780.428.3660
www.alignab.ca



Suite 255 8330 82 Avenue, Edmonton, AB T6C 4E3

We are a collection of allies – a unified community agencies that represents the diverse needs of Alberta’s children and families. We are proud to champion the work of our front-line service providers and to support our members.



Together we are stronger.

2018 | 2019
Annual report



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Bruce Armson

VICE PRESIDENT
Pauline Smale

TREASURER
Soraya Saliba

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MEMBER ACADEMIC
Julie Mann-Johnson

MEMBER AT LARGE
Jim Pritchard

MESSAGE FROM THE BOARD PRESIDENT AND THE EXECUTIVE DIRECTOR

“When we least expect it, life sets us a challenge to test our courage and willingness to change.”

Paulo Coehlo

This is a bit how we felt as we championed the unified voice of community agencies this last year as we grasped changes to Bill 30, *Act to Protect the Health and Wellbeing of Working Albertans* and the *Fair and Family-Friendly Workplaces Act* (Bill 17). With little to no notice we began our relationship with the Ministry of Labour.

Over the year we advocated for caregiver regulations, increases to minimum wage, and increases to contracts for statutory holiday pay. We were successful at receiving a grant to assist agencies to develop their own

safety management systems and continue that work into this year as we develop manuals and best practise guides for agencies in this sector.

In June 2018, *Stronger Safer tomorrow*: a public action plan for the Ministerial Panel on Child Intervention was released. ALIGN had several opportunities to present to the panel in the last year. We were also seen a partner in the recommendations. The main areas of focus for the agencies have been the Foundations of Caregiver Support and working towards a positive future with First Nations, Metis and Inuit families.

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“First Nations Caring Society -Touchstones of Hope Facilitation with ALIGN Board and Indigenous Advisory Committee March 2019.”



150

Trainers Trained

765

Staff Trained

346

Agency Caregivers Trained

FOUNDATIONS OF CAREGIVER SUPPORT

SUCCESSFUL IMPLEMENTATION

In June 2018, ALIGN started the roll out of the five-module training program. A key success factor in the training delivery has been the support of three indigenous co-facilitators contracted by ALIGN to participate in train the trainer sessions and co-facilitate with agencies expressing a need for support in delivering the training.



TRAINING
INITIATIVES
SUPPORTING
RECONCILIATION

MESSAGE FROM THE BOARD CHAIR AND THE EXECUTIVE DIRECTOR

ALIGN'S SUPPORT TEAM

Executive Director

Rhonda Barraclough
rhondab@alignab.ca

Child Intervention

Nicole McFadyen
nicolem@alignab.ca

Occupational Health and Safety

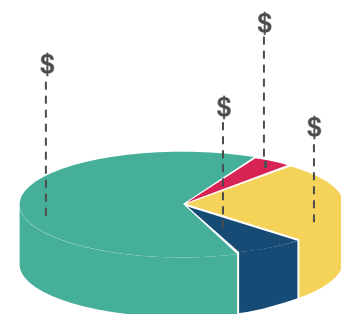
ALIGN Journal
Mental Health Projects
Cathy Mitchell
Cathym@alignab.ca

Office Manager

Katie Whittingham
katiem@alignab.ca

Website Content Manager & Online Communications

Starr Durrant
starrd@alignab.ca



AUDITED FINANCIAL STATEMENTS

VKO LLP CHARTERED PROFESSIONAL ACCOUNTANTS have conducted an independent audit of ALIGN's 2018-19 financial records. Copies of the audited statements are available on request.

The Board of Directors has prioritized working on a path to reconciliation. In the spring our indigenous advisory committee and our Board of Directors participated in a Touchstones of Hope workshop and are using that as a base for developing an Indigenous Cultural Framework over the next few years.

With uncertain political stability, we decided to engage the services of a Lobby group - Alberta Counsel to assist with our election activities. They supported us in developing some key messages and encouraged us to develop a micro website that outlines those messages.

While we have not had much success at moving the procurement dial, we did have the opportunity to learn together with the ministry staff at our Group Care symposium, the last of 3 symposiums over 6 years. We continue to advocate for group care to be reviewed and sustainably funded.

The most exciting thing we were able to accomplish this last year was getting a Leadership bursary again from the government. We know that the stability of the sector sits squarely on the leadership of the agencies. Impossible situations are leadership opportunities in disguise.

We want to thank all of you for your support to ALIGN and your trust in us to be your voice. Next we have ambitious goals and together we can promote great outcomes for children and families.

Bruce Armson
PRESIDENT

Rhonda Barraclough
EXECUTIVE DIRECTOR

ELECTION 2019

ALIGN embraced the April 2019 provincial election as an opportunity to reach out to new and returning political candidates with key messages about ALIGN and our member agencies. With guidance from the Government Relations Committee, we contracted the services of Alberta Council to help refine our key messages and develop tools and resources we could use to communicate with candidates in a meaningful way. With a careful eye to maintaining a nonpartisan posture,

ALIGN communicated using facts and client stories and three basic calls to political action:

1. Speak up for sustainable funding for community services.
2. Speak up in support of keeping services in communities.
3. Speak up for continuing with the public action plan for a stronger, safer child intervention system and support for families and children with disabilities.

Resources used during Election 2019 will continue to be available on ALIGN's website.



GROUP CARE SYMPOSIUM

In February 2019, ALIGN hosted the third annual symposium featuring global research on group care.

The impressive line-up of international presenters offered attendees a wide range of research findings as well as program examples. For those who were unable to attend the symposium, ALIGN has provided copies of the presentation slides on the website.

Elder Rose Wabasca
Opening ALIGN Group Care Symposium
February 2019

TRAINING FOR NEW WORKPLACE RULES

Commencing January 1, 2018, our member agencies were faced with new requirements under Alberta's "Fair and Family-Friendly Workplace Act" followed closely on June 1, 2018 by "An Act to Protect the Health and Wellbeing of Working Albertans".

"Roadmap to Occupational Health and Safety Management Systems Training". ALIGN was successful in obtaining a 2018 Occupational Health and Safety Innovation and Engagement Grant in partnership with the Alberta Association for Safety Partnerships. This grant from the Ministry of Labour made it possible to provide free training to member agencies interested in

developing and implementing a formal Health and Safety Management System. Training was conducted between June 2018 and January 2019.

54

Staff Trained

33

Agencies Trained

1

ALLYING WITH INDIGENOUS PEOPLE – CULTURAL SOLUTIONS

This three and a half day training offers participants a deeper understanding of Indigenous history and perspectives. A variety of traditional teachings and protocols are explored with discussion on how these relate to the delivery of human services with Indigenous service users.

2

FOUNDATIONS OF CAREGIVER SUPPORT

The content of this five-module training program aims to achieve consistent trauma-informed support for children and families across the province.

3

A DISCUSSION WITH MIKE DEGAGNE

This one-day workshop builds an understanding of how to implement the Truth and Reconciliation calls to action into practice with children and families.

“Together for children and families.”