



ALIGN
Association of
Community Services

One voice **so children, families and communities thrive**

Letter from the Board President and Executive Director

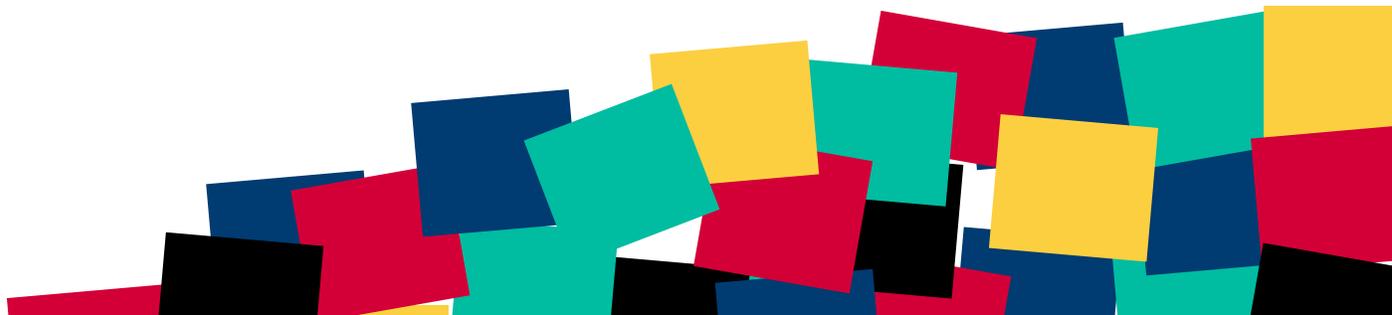
“In every crisis, doubt or confusion, take the higher path - the path of compassion, courage, understanding and love.” Amit Ray

It has been a challenging and enlightening year for ALIGN and members. We saw a change in the provincial government leadership and have been working to adjust to this change. And we have been continuing to work on our top five strategic priorities including developing and implementing organizational sustainability strategies, promoting excellence in professional development and research, developing an Indigenous strategy, developing a workplace strategy for healthy, sustainable and competent service providers, and providing leadership and advocacy for members with government.

And while 2020 started out like any other with a few defining moments - well, you know what has transpired. It has been more important than ever to keep our members, children and families upfront, and work towards keeping everyone educated and able to ensure everyone stays safe.

This annual report will focus on the advocacy work of ALIGN. The 2020-2021 edition will address the COVID-19 experience.

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About ALIGN

For over 50 years, ALIGN has championed the development of standards for residential and community services, influenced local, regional and provincial social policy decisions, and advocated on behalf of both service providers and Alberta's most vulnerable children and families. Providing support and representation on behalf of members is our top priority.

Our values

- Excellence
- Respect
- Collective
- Ethical accountability
- Courage
- Commitment
- Integrity

Our beliefs

- We believe all families and communities have the strengths and capacities to grow and change.
- We believe each child and family must be provided the opportunity to maximize their potential.
- We believe children and families must live in safe, secure, healthy, stable and nurturing environments.
- We believe that children and families should have services based on the best knowledge, practices and wisdom.
- We believe in respect for the diversity, values and dignity of all people.

Annual Conference

A few views of this year's 2019 conference. Speakers this year included Charmaine Hammond, Christy Heely, Jerry Cordeiro, and Lady Tenderflake. This year's presenters stimulated our learning and ability to help children and families, as well as an opportunity to reconnect, to renew our commitment to our work and our compassion for those we serve.



Road Map to COR Training

ALIGN, in partnership with Alberta Association for Safety Partnerships (AASP) was successful in securing grant funding to run a second wave of the 4 day Road Map to COR Training in 2019. Agencies learned helpful strategies to develop and implement a health and safety management program that meets provincial standards. A provincial OHS Community of Practice in the sector originated from the networking facilitated in this training.

A smaller OHS grant allowed ALIGN to begin planning as well for training to address "Psychological Wellness in the Workplace" in spring of 2020. (Postponed to Fall 2020.)

ALIGN began collaborating with AASP, ACDS and Children's Services on a significant 2 year project, "Community Services Staff Safety Initiative". Good progress has been made, and the steering committee is looking forward to a launch in Fall 2020.



Message from the Board President and Executive Director (continued)

Some of the goals we met in the last year include

- 1. Create more sophisticated communication strategies.** Activities included updating the ALIGN website, hiring a communications staff person, investing in online video conferencing and training platform software, increasing our social media presence, and developing a robust training program.
- 2. Develop strategies on resources, staff, funding and member recruitment/retention/satisfaction.** A leadership training series was developed, encouraged use of leadership bursary, and continuing to develop OHS resources, and new training activities developed and delivered.
- 3. Make Truth and Reconciliation Commission recommendations part of professional development and training** - development of cultural understanding framework and training plan, participate in the CWLC indigenous Child Welfare committee, CWLC community of practice - national learning community on reconciliation, and development of a concurrent training plan.

Pauline Smale
Board President

Rhonda Barraclough
Executive Director

Leadership Series

ALIGN has hosted Organizations by Design to develop and deliver a four part mini-series on middle management leadership. Topics include: Managing in a World of Nonstop Change, A Framework for Personal Change, Tools & Strategies to Build Resiliency, and Finding Vitality as Organizations.

#BeTheVoice 200000.ca

After the release of the 2019 Alberta provincial budget, the #BetheVoice campaign was created to address the concerns surrounding sustainable funding and keeping services in communities.



The campaign toolkit included creation of a dedicated website (200000.ca), letter writing campaign, and a social media component, so that ALIGN members, concerned not-for-profits, stakeholders, and Albertans were able to share their concerns with their MLAs.

Occupational Health and Safety Activities

- Developed strategies to support the implementation of Bill 30 OHS-Engagement Grant Road Map to COR x2 105 individuals/ 62 agencies.
- Advocating for increases to contracts for Bill 17.
- Advocating with Alberta's Ministry of Labour for inspections to be completed in collaboration with the sector.



ALIGN's Board of Directors

Name	Title/Region
Pauline Smale	President
Robecca Chahine	Vice President
Sterling Andrews	Northwest Region Representative
Bruce Armson	Member at Large
Hazel Bergen	Calgary Region Representative
Robecca Chahine	Central Region Representative
Sarah Fuhriman	Aboriginal Representative (South)
Aaron Hachkowski	Northeast Region Representative
Carol Hrenyk	Edmonton Region Representative
Bjorn Johansson	Calgary Region Representative
Beverly Keeshig-Soonias	Aboriginal Representative (Central)
Julie Mann-Johnson	Community Member Academic
Michelle Meadahl	Edmonton Region Representative
Bruce Rafuse	Central Region Representative
Soraya Saliba	Treasurer
Greg Schmidt	South Region Representative
Cheryl Whiskeyjack	Aboriginal Representative (North)



ALIGN's Support Team

Rhonda Barraclough	Executive Director	rhondab@alignab.ca
Nicole McFadyen	Child Intervention	nicolem@alignab.ca
Cathy Mitchell	Occupational Health and Safety ALIGN Journal Mental Health Projects	cathym@alignab.ca
Katie Whittingham	HR & Finance Administrator	katiew@alignab.ca
Mista Zaugg	Office Manager	mistaz@alignab.ca

Audited Financial Statements

VKO LLP Chartered Professional Accountants have conducted an independent audit of ALIGN's 2019-20 financial records. Copies of the audited statements are available by request.



Suite 225, Bonnie Doon Mall
Edmonton, AB



780.428.3660



info@alignab.ca



alignab.ca



@alignaberta



@alignassociation



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