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# 2024 ANNUAL REPORT

Inclusion Alberta





# TABLE OF CONTENTS

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|                                                                                    |    |
|------------------------------------------------------------------------------------|----|
| President & CEO Report.....                                                        | 2  |
| Treasurer’s Report.....                                                            | 5  |
| Inclusion Alberta Foundation.....                                                  | 6  |
| Inclusion Canada.....                                                              | 7  |
| Local Family Advocacy Associations.....                                            | 10 |
| Rotary District 5360 & 5370 Employment Partnerships.....                           | 12 |
| Youth Employment Partnership: Calgary & Edmonton.....                              | 15 |
| Inclusive Post-Secondary Education.....                                            | 17 |
| Community Inclusion Initiative - Inclusive Education.....                          | 21 |
| Community Inclusion Initiative - Youth for Inclusion.....                          | 24 |
| Darrell Cook Family Managed Supports Resource Centre.....                          | 26 |
| RDSP/DTC.....                                                                      | 28 |
| Supportive Communities: Strengthening Families.....                                | 29 |
| Fund Development.....                                                              | 30 |
| 2024 Dream Makers.....                                                             | 33 |
| 2024 Major Donors.....                                                             | 37 |
| Executive Committee & Inclusion Alberta Board of Directors.....                    | 38 |
| Inclusion Alberta Board of Directors cont. &<br>Affiliate Member Associations..... | 39 |
| Staff.....                                                                         | 40 |

# PRESIDENT & CEO REPORT



Leading an advocacy organization is an exercise in unwavering commitment, balance, strength, discernment, and flexibility. But perhaps most importantly, it is an exercise in hope, action, and perseverance. As we seek to broaden the normative pathway of a fully inclusive life to include more children and adults with intellectual disabilities and their families, and celebrate the achievements of an inclusive life, we also confront on a daily basis the life-limiting expectations and countless barriers placed in their path. The past year has felt particularly challenging and finding hope in a world that has become increasingly divisive is an essential act of courage. Our hope lies in the resolve of families and the possibilities of communities and relationships. As President and CEO, together with the Executive Committee, our work lies in determining what actions to take to oppose the forces of social devaluation and marginalization, and how to enable hope to be sustained in the hearts of children and adults with intellectual disabilities and families.

2024 presented increasing challenges for families in securing access to needed supports through the FSCD and PDD programs. With provincial inflation and population growth forecast at 6.2%, Budget 2024 did little to address the erosion of these supports critical to enabling safe, healthy, and inclusive lives. PDD's increase of 3.87% did not lessen the number of individuals waiting for support. Nor did it remove its 'critical and urgent' criteria, which in addition to lacking any definition and is contrary to the Regulations governing PDD, is leaving hundreds if not thousands languishing. FSCD did not receive any increase in Budget 2024, sending an already backlogged system into a near full stop. With no public reporting of the number of children and adults with intellectual disabilities waiting for support, we quickly began to hear from families who were not able to access any support or obtain any timeline or information about when they might. In response to the absence of public data, we launched two surveys in the fall to hear from families about their experiences accessing or trying to access the FSCD and PDD programs. Our reports 'Current State: Critical and Urgent' and 'Too Little, Too Late' were based on the responses of over 1,000 families. The survey results confirmed that on average families are waiting three years from applying for FSCD to accessing the support they and their child requires. Within PDD, families reported valuable years of life being squandered for adults who remain at home, their skills diminishing, potential untapped, dreams fading and health declining. Families report every request for support being denied, unless they are deemed 'urgent and critical', driving families into government manufactured crises.



# PRESIDENT & CEO REPORT

Inclusive education remains a persistent challenge, accounting for nearly half of our individual advocacy at any given time. In addition to access and quality issues, partial school days, soft expulsions, and continued and growing use of seclusion rooms in some school divisions, present significant and troubling trends. The resurgence of school divisions' pushing families into segregating their children into congregated settings represents a disturbing erosion of years of progress in inclusive education. School and program choice continues to exist for some while it is less and less a reality for children with intellectual disabilities and their families.

In response to these realities, Inclusion Alberta has continued to make sure families know their rights and the benefits of an inclusive education while raising public awareness through multiple communication strategies and engagements, and mobilizing people to raise their concerns with their elected representatives and Cabinet Members. The Executive Committee makes every effort to meet with MLAs and Ministers to ensure the voice of families is heard by these decision makers. We continue to meet regularly with senior bureaucrats to share the experiences of families and to seek opportunities to collaborate on possible means to advance inclusion and access to supports. Our advocates work with hundreds of individuals and families across the province to navigate increasingly complex and unresponsive systems. Despite the many challenges, we know there are children and adults with intellectual disabilities and their families who are nevertheless creating rich lives fully included in community, and that that must become possible for so many more.

In the face of the increasing challenges, it becomes essential to recognize we still have the capacity to create good inclusive lives wherever the opportunities present themselves. Our strength lies in each other; our connection and our shared knowledge of what is possible. Our hope lies in our ability to take action when needed, both individually and collectively.

We continue to bring families together to deepen their knowledge and strengthen their ability to take collective action through our Family Leadership Series, now in its 25th year. Our Family Conference serves as a powerful source of connection and inspiration for families; a source of renewal for Inclusion Alberta, with hundreds of new families connecting to us for the first time. Workshops held throughout the year provide families with the strategies to utilize their networks in accessing the capacity of community to create inclusive lives. By supporting and strengthening families, we activate our collective voice.



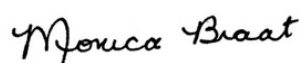


# PRESIDENT & CEO REPORT

In the pages of the Annual Report that follow, are examples of schools and school divisions collaborating with our Inclusive Education Consultants to welcome and include students with intellectual disabilities as full learners in the regular education classrooms. Examples of an amazing array of inclusive post-secondary opportunities and experiences and of the resulting friendships and careers being realized. Of Rotarians and the business community creating employment that enriches both the workplace and the lives of employees with intellectual disabilities. Of families, with the assistance of our Darrell Cook Family Managed Supports (FMS) Resource Centre, utilizing their FMS funding to create real homes for their family member. Of children being welcomed into community recreation activities. The actions of families and the outcomes they're achieving throughout the province, in partnership with community, sustain our resistance and resilience in the face of adversity.

Inclusion Alberta is a complex interwoven tapestry of families, allies, and talented staff. The Executive Committee devotes countless hours to deeply understand the issues confronting individuals and families, determine how to respond appropriately, and govern responsibly.

Many thanks to Tina Trigg, Cathy Laycock, Keith Moore, Barb MacIntyre, Ashton Kennedy, Tracy McHugh and Monica Sawchyn for your steadfast support. The strength we find in each other is a source of continuing inspiration and sustenance. With increasingly challenging times comes increasing demands, and our amazing donors and allies in no small way contribute to our ability to respond and provide invaluable community support for our mission. The passionate and committed Inclusion Alberta staff work tirelessly within our many initiatives to assist individuals and families to create inclusive lives of promise and possibility. Thanks to Billie Jack, Charmaine McIntyre, Philip Ney, Catherine Oakleaf, Wendy McDonald, and Tara-Lee LaRose for your leadership and support. Finally, thanks to Bruce Uditsky for your ongoing counsel and support to us all.



**Monica Braat**  
**President**



**Trish Bowman**  
**CEO**



# TREASURER'S REPORT

## **Basis of Presentation**

Inclusion Alberta's Audited Financial Statements for the year ended December 31, 2024, have been prepared on the basis of a not-for-profit organization, which includes a note to the financial statements indicating Inclusion Alberta Society controls the Inclusion Alberta Foundation and its activities. The form of reporting is currently required by not-for-profit organizations that control another not-for-profit organization through its management and operations. The inclusion of the note to the Audited Financial Statements provides an understanding of the financial position and operation of the Foundation.

## **Results of Operations**

During the year ended December 31, 2024, Inclusion Alberta reported a surplus of \$228,321 as compared to \$240,694 in 2023.

The total revenues for the year were \$7,833,111 compared to \$7,854,597 in 2023. This is consistent to the prior year.

The total expenditures for the year were \$7,950,484 compared to \$7,840,008 in 2023, resulting in an increase of \$110,476. This is mainly because of increased staffing due to the expansion of activities supported by contracts and grants and other advocacy related activities, as well as increased expenses for in-person events.

submitted by

**Keith Moore**  
**Treasurer**



# INCLUSION ALBERTA FOUNDATION

With ongoing short-term Value Village contracts (six-month durations through 2024) the focus on the collection of hard goods continued. While we did begin to see success in those efforts it came with increased cloth collection above and beyond what Value Village was contractually obligated to take. This led to storage costs continuing to increase as we looked for ways to balance the need for hard goods collection and the corresponding additional cloth that came with.

In working with an industry partner, we discussed and moved forward with a complimentary business model of baling our excess clothing and selling to other markets. This primarily involved securing a warehouse and a baler. A warehouse was identified, and a lease was entered into with possession taking place in June. We began to fill the warehouse with excess product stored in trailers while we waited for a projected end of August delivery of the baler. Manufacturing delays however put the delivery schedule months behind. While we had alleviated much of the trailer storage costs, we were incurring expenses from the warehouse that we were not yet able to offset with any revenue.

Our regular collections and percentage of hard goods delivered continued to increase to the point that we were finally able to secure a full one-year contract with Value Village in October that included a very modest increase in pricing. While this was good news baler delivery delays continued, and we did not take possession until December. The remainder of the month was spent with set-up and equipping of the warehouse so that we could finally start with our new venture.

The cumulative costs of excess storage in the first half the year and baler delays in the second half left the Foundation very short of its intended contribution to Inclusion Alberta. This was fortunately off set to a limited extent with Value Village requiring extra product to close out the year allowing us to eliminate almost all remaining storage trailers.

**Inclusion Alberta Foundation Board of Directors**

|                              |                  |
|------------------------------|------------------|
| President.....               | Monica Braat     |
| Vice-President.....          | Tina Trigg       |
| Treasurer.....               | Keith Moore      |
| Inclusion Alberta Proxy..... | Donna Desjardins |
| Honorary Member.....         | Don Anderson     |
| Ex-Officio, CEO.....         | Trish Bowman     |
| Ex-Officio, COO.....         | Shawn Ergang     |



# INCLUSION CANADA

Inclusion Canada remains the only national organization governed by and advocating solely on behalf of people with an intellectual disability and their families. As Alberta's representative to the Board of Directors, I continue to witness and participate in the vital work Inclusion Canada leads in promoting human rights, advancing inclusive policies, and resisting forces of exclusion at local, national, and international level.

Inclusion Canada is a federation of 13 provincial and territorial member organizations. Inclusion Alberta is proud to collaborate meaningfully with our national counterpart on issues ranging from education and health to income security, legal capacity, and inclusive housing.

## **National Governance & Structural Updates**

In June 2024, the Inclusion Canada Foundation was formally amalgamated into Inclusion Canada. This follows an earlier decision to separate IRIS (the Institute for Research and Development on Inclusion and Society) as an independent body to allow its research mandate to expand.

Inclusion Canada has also been undergoing extensive bylaw updates to ensure compliance with the Canada Not-for-profit Corporations Act. These changes address processes for elections, appointments, and operational accountability. Though a new strategic plan was anticipated earlier this year, its timeline has been extended to allow for further engagement and reflection.

At the December 2024 Annual General Meeting, Alberta remained well represented. Robin Acton (Past President of Inclusion Alberta) continues as Past President of Inclusion Canada. Cathy Laycock (Vice President, Inclusion Alberta) serves as a Director-at-Large, and I serve as Alberta's provincial representative. We thank Barb MacIntyre, Past President of Inclusion Alberta, for her service as Treasurer of Inclusion Canada, from which she has recently stepped down.

## **Strategic Planning & Alberta Engagement**

In May 2024, Inclusion Canada's CEO Krista Carr, President Moira Wilson, and consultant Jennifer Beyer met with Inclusion Alberta leadership for a strategic engagement session. We discussed environmental factors influencing our work, ideas for national priorities, Inclusion Canada's strengths, and messages to guide the new strategic plan. Alberta's voice was strongly present, and feedback from our province will help shape the 2025–2028 Strategic Plan.



## **Advocacy on Medical Assistance in Dying (MAiD)**

Perhaps the most urgent area of Inclusion Canada's advocacy is the continued challenge of Track 2 MAiD. Track 2 allows individuals with disabilities to access assisted death despite not being terminally ill. Inclusion Canada launched a \$1 million fundraising campaign to support its advocacy and legal work on this issue. Inclusion Alberta's Executive Committee supported this cause by approving up to a \$50,000 contribution, with an initial \$25,000 installment already provided.

Inclusion Canada filed for intervenor status in the Alberta case *W.V. v. Alberta Health Services*, in which a father sought to prevent his daughter with autism from accessing MAiD. Though the appeal was later withdrawn, the case underscored the need for national legal safeguards. Additionally, Inclusion Canada is now a lead party in a Charter challenge to Bill C-7, opposing the expansion of MAiD and emphasizing the constitutional risks of the current law. A press conference was held in September to launch the case.

On September 23, Inclusion Canada co-hosted a screening of the BBC documentary "Better Off Dead?", followed by a panel discussion, to further raise awareness. We continue to see significant public misunderstanding of Track 2 MAiD, and Inclusion Canada is increasingly seen as a national voice on the issue. Krista Carr participated in a panel at the National Indigenous Disability & Wellness Gathering and continues to lead conversations in the media and with legislators.

## **Canada Disability Benefit (CDB)**

The Canada Disability Benefit continues to be a top advocacy priority. While enabling legislation passed in 2023, its implementation and funding remain underwhelming. Budget 2024 provided minimal relief, and the benefit remains at risk due to political delays, a prorogued parliament, and necessary legislative amendments to the Income Tax Act.

Inclusion Canada has been deeply involved in drafting policy responses, providing public feedback, and leading communication campaigns. They submitted formal feedback to the federal government and launched a social media campaign featuring board members that include voices from Alberta. The organization continues to pressure the Treasury Board to prioritize approval of regulations in time for a July 1, 2025 rollout.

At the provincial level, Inclusion Alberta joined in advocating for non-clawback commitments from the Government of Alberta. We've encouraged Albertans to contact MLAs, the Premier, and relevant ministers to ensure provincial benefits are not reduced once the federal CDB is in place.



# INCLUSION CANADA

## **Inclusive Education**

Inclusion Canada remains committed to ending segregation and promoting inclusive education from early childhood through post-secondary. In August 2024, they hosted a critical national conversation with New Brunswick Child and Youth Advocate Kelly Lamrock, focusing on the widespread practice of partial-day school attendance for students with disabilities. His report, *A Policy of Giving Up*, identified how schools are illegally denying full education, and this conversation helped elevate inclusive education as a national rights-based priority.

## **Leadership Development**

Inclusion Canada launched a Learning & Leadership Development Learning Series, inviting two volunteer leaders and two senior staff members from each province and territory. This initiative supports succession planning and equips grassroots leaders to contribute to and strengthen our movement. A national gathering is scheduled for April 2025 in Montreal, where Alberta will be represented.

## **Final Reflections**

Inclusion Canada's advocacy this year has been relentless and courageous, particularly on the expansion of MAiD, the Canada Disability Benefit, and inclusive education. As the Alberta representative, I have witnessed firsthand the dedication, integrity, and strategic thinking guiding this work.

We are proud to align our provincial efforts with these national initiatives and grateful for the reciprocal collaboration with Inclusion Canada. Alberta voices including those of families, leaders, and advocates continues to shape the national discourse and build a more inclusive Canada for all.

I encourage all interested in learning more to visit: <https://inclusioncanada.ca/annual-reports>



submitted by

**Monica Braat**

**Alberta Representative, Inclusion Canada  
President, Inclusion Alberta**



# LOCAL FAMILY ADVOCACY ASSOCIATIONS

This year 58 family members and individuals with intellectual disabilities volunteered as leaders in local family advocacy associations in the six communities of Calgary, Edmonton, Grande Prairie, Medicine Hat, St. Paul, and Wetaskiwin. Inclusion Alberta staff provide strategic and operational support for this work in a part-time capacity. Each association carries out priorities determined by local context and member capabilities.

## Events and Partnerships

The local associations offered families connection as well as strategies to access supports in a way that enables inclusion. Inclusion Calgary's Table Talks and Inclusion Edmonton Region's Coffee Talks events convened families to share learning and challenges in their pursuit of inclusive lives. Connection with other families who can share what they've learned equips families to engage with their community and navigate complex systems related to education, housing, health, and disability services. As families learn how to pursue inclusion, they are invited to take leadership in making change in their communities.



Inclusion Calgary Inclusive Education Committee

Ten inclusive education workshops were presented between three communities, supporting parents with tools and strategies for navigating access to a quality inclusive education.

Some of the other sessions offered were “Life after High School”, “Supporting Sexuality”, and “Visioning and Planning”. A participant in a visioning workshop said,

***“I left the workshop feeling so empowered; knowing that opportunities truly can be endless is a powerful feeling and was certainly the opposite of how I felt before walking through the door.”***

Parents and allies wanting to advance inclusive employment formed a new Inclusion Calgary committee and initiated a learning series to support individuals with intellectual disabilities and their families to pursue inclusive employment.





# LOCAL FAMILY ADVOCACY ASSOCIATIONS

228

Unique participants in 27 workshops and other events

58

Dedicated community-builders provided leadership and informal mentorship within their local association

16

Organizations were engaged in partnerships or in planning for future collaboration

## Community and Civic Engagement

This year parents from two associations engaged with their local school division superintendents and initiated regular meetings, ensuring that division leaders receive ongoing input on the experiences of parents with accessing inclusive education. Association leaders also met with law enforcement, transportation authorities, MLAs, MPs, and municipal councillors, providing input on how public services and policies can support community inclusion for individuals with intellectual disabilities and their families.

submitted by

**Philip Ney**

**Director, Public Affairs  
and Community Engagement**



# ROTARY DISTRICT 5360 & 5370 EMPLOYMENT PARTNERSHIPS

The Rotary Employment Partnership plays a pivotal role in shaping the landscape of employment possibilities for Albertans with intellectual disabilities through its strong relationships with Rotary and the broader business community. Through the dedication of Rotarians, employers, and families, we have continued to create and support employment opportunities for individuals with intellectual disabilities across the province. Every job created transforms an individual's life and challenges limiting societal assumptions about the contributions of individuals with intellectual disabilities. This report outlines our milestones and challenges throughout 2024, reinforcing our commitment to empowering inclusive lives through meaningful, paid employment.

The Rotary Employment Partnership spans the province, encompassing the communities of Calgary, Edmonton, Grande Prairie, the Foothills Region (High River and Okotoks), Lloydminster, Vermilion, and Red Deer. After careful consideration, the decision was made to conclude the Rotary Employment Partnership in Vermilion due to the limited number of jobs developed over the last three years. Inclusion Alberta remains grateful for the relationships and employment opportunities created in Vermilion with the support of Rotarians.

This year, 60 new jobs were developed in seven communities. In 2024, job development faced unique challenges, reflecting broader economic shifts and evolving industry landscapes. While the pace of new job creation slowed, this period allowed us to strengthen relationships with employers, refine our strategies, and lay the groundwork for future opportunities. The average hours worked per week by individuals supported through the partnership increased from 14.5 hours in 2023 to 16 hours in 2024. Additionally, Rotary Coordinators connected with five new Rotary clubs, further increasing engagement with Rotarians and business leaders across the province.

## Rotary Highlights

In May 2024, team members from Edmonton and Calgary participated in Rotary District Conferences to deepen their understanding of Rotary's power and renew and develop connections. Rotary employment coordinators connected with Rotarians, secured job leads, and built stronger relationships. The District Governors of D5360 and D5370 actively promoted the Rotary Employment Partnership, enhancing the partnership's visibility and impact.

Number of Rotary  
Clubs involved

56

46

Jobs currently in  
development

# ROTARY DISTRICT 5360 & 5370 EMPLOYMENT PARTNERSHIPS

## Steering Committee Updates

The Steering Committee remains committed to advancing the Rotary Employment Partnership by delivering informative presentations to Rotary clubs. These presentations highlight the benefits of inclusive hiring, share success stories, and inspire Rotarians to champion employment opportunities for individuals with intellectual disabilities. By actively involving employers and partnership leaders in these sessions, the presentations resonate with Rotarians and stimulate meaningful conversations. In 2024, the Rotary Employment Partnership had opportunities to present to clubs across the province, fostering connections, building allies and sharing stories of possibility.

## Employees and Job Seekers

Chantal, a valued member of the Lululemon Red Deer team, was nominated for Employee of the Month in March 2024, by two colleagues who praised her positive attitude, strong work ethic, and dedication. They highlighted her growth from shy to outgoing, her eagerness to learn, and her consistent support of others. Chantal goes above and beyond, efficiently managing her responsibilities while helping with tasks like dressing mannequins, organizing the backroom, and ensuring products are properly handled. Her enthusiasm and curiosity create a positive, engaging atmosphere. Her manager added: “Chantal embodies the values of teamwork, dedication, and a strong work ethic. Her contributions enhance both our store’s success and team camaraderie.”

In 2024, increased demand for employment led to the tough decision to close the waitlist. In order to try to reduce wait times we encourage families to explore job opportunities through their own networks. To support this growing need, our employment teams hosted two planning sessions to help families explore using their personal networks in the job search for their family member. Today, 159 individuals are employed in their communities, while 83 remain on the waitlist.

872

Total jobs created since 2001

16

Average hours per week

60

New jobs created in 2024

\$17

Average wage (\$/hour)\*

235

Rotary meetings attended by  
Rotary Employment  
Partnership Coordinators

159

Active job seekers across the province  
being supported to find work

\*Average based upon aggregate data collected from the current partnerships across the province but does not include long term employees who are no longer being followed-up and for which current data is not available.

# ROTARY DISTRICT 5360 & 5370 EMPLOYMENT PARTNERSHIPS



Cassie and her co-workers at SMS Equipment Inc.  
(an inclusive employer)

## Conclusion

The Rotary Employment Partnership continues to grow and adapt to meet the increasing demand for meaningful employment among people with intellectual disabilities. While there remain challenges in generating new jobs to meet the growing demand, the dedication of the coordinators, families, employers, and Rotary partners continues to drive possibilities forward. We are inspired by the opportunities ahead to strengthen our partnerships with the business community and deepen the impact made in the lives of job seekers and their families.

submitted by

**Madeline Ouellette**

Director, Employment Partnerships

**Charmaine McIntyre**

Executive Director, Community Initiatives

# YOUTH EMPLOYMENT PARTNERSHIP: CALGARY & EDMONTON

The Youth Employment Partnership breaks down barriers and challenges stereotypes that often limit youth with intellectual disabilities from joining the workforce alongside their peers. Youth employment is crucial for personal growth, financial independence, and confidence. Providing young people with job opportunities helps them develop essential skills such as communication, teamwork, and time management—key to long-term career success. Paid employment allows all youth, including those with intellectual disabilities, to explore career paths and make informed decisions about their future. Beyond soft skill-building, employment fosters confidence and responsibility as young people learn to meet workplace expectations and the rhythms of the workforce.

The Youth Employment Partnership coordinators in Edmonton and Calgary work to create employment opportunities for youth with intellectual disabilities. This year saw a significant increase in interest, with 32 additional youth joining the waitlist across both communities. Employers such as CARSTAR, Safeway Stony Plain, Harry Rosen, BBE, Grove City Meats, London Drugs, Modest Meats, Heritage Park, and Amazon demonstrated their commitment to inclusive hiring. These partnerships not only offered youth the chance to develop essential workplace skills but also highlighted the positive contributions young employees bring to diverse industries. These partnerships remain vital to empowering youth and fostering long-term employment success.

Youth employed through the partnership are supported by similar-aged non-disabled peers who also gain valuable experience about the importance of inclusion. This year, the Youth Employment Partnership introduced a series of eight peer mentor learning sessions designed to empower peer mentors with valuable skills and support for navigating their role in supporting youth with intellectual disabilities on the work site. These sessions provided a structured yet collaborative environment where peer mentors could connect with each other. Each meeting focused on a distinct topic including developing a critical lens and facilitating relationships at work. Participants engaged in various group activities, shared personal experiences, and received individualized guidance tailored to the support they are providing.





# YOUTH EMPLOYMENT PARTNERSHIP: CALGARY & EDMONTON



Vince and a colleague work together at CARSTAR Ellerslie in Edmonton

As the Youth Employment Partnership moves into the new year, coordinators are exploring innovative ways to engage the business community and expand employment opportunities for youth with intellectual disabilities. A key focus will be strengthening relationships with new community partners while also encouraging families to leverage their networks to generate additional job leads. With demand for employment support expected to grow, the team remains committed to addressing the increasing waitlist and ensuring more youth gain access to meaningful paid employment. A first job is more than just a source of income—it's a formative and expected experience for young adults that shapes personal growth and shared experiences with peers. These opportunities are critical in the role of career development in creating pathways to inclusive and fulfilling futures.

submitted by

**Madeline Ouellette**

Director, Employment Partnerships

**Charmaine McIntyre**

Executive Director, Community Initiatives

# INCLUSIVE POST-SECONDARY EDUCATION

Over the past 37 years, Alberta has seen significant growth in post-secondary education for students with intellectual disabilities. Supported by collaborative initiatives, these students participate in inclusive education across 16 institutions and 20 campuses, pursuing fields aligned with their interests and career goals. Partnerships with employers foster community engagement, promoting the idea that everyone belongs.



Dionette and fellow Red Deer Polytechnic students

Sharing the life-changing impact of inclusive post-secondary education with faculty has led to new collaborations with programs such as Barber Certificate at Portage College, Heavy Equipment Technology at Old's College and Northwestern Polytechnic, and Machine Learning Analyst at NorQuest College. Students engage in all facets of college and university life, including attending classes, learning in shops and labs, living on campus, joining clubs, attending athletic events, and more.

The Faculty Development Training series is key in enhancing faculty support for inclusion. Dedicated allies help create opportunities for students, including expanded access to research positions, on-campus employment, and extracurricular activities. Students with intellectual disabilities engaging in these valued roles can also increase friendships and relationships, enriching their overall education experience.

# INCLUSIVE POST-SECONDARY EDUCATION

## Student Success and Inclusion

In July, a first-year student in MacEwan University's Child and Youth Care program secured a position with the DiscoverE Engineering Summer Camps at the University of Alberta. In this role, he travelled across the province, delivering robotics camps for children at various post-secondary institutions. This experience allowed him to apply his academic learning in a practical setting and provided valuable opportunities for professional growth. Working alongside his colleagues, he built strong connections through shared travel and team collaboration. Upon returning to his cohort in the fall, he was able to share insights from his hands-on experience, contributing to the learning of his classmates.

Olds College included a student in an apprenticeship program for the first time in 2024. A student registered in the Automotive Service Technology program and moved into residence in the fall to begin his studies. During the semester, he joined a twice weekly study group and regularly spent time with his friends going out for dinner. Through accessing the career centre and networking with his instructors, the student found work at a local Honda Dealership, working in their service centre.

The Barber Certificate program at Portage College included a student with an intellectual disability for the first time in 2024. The program of study includes theory, hands-on demonstration in shop, and a field placement. After getting to know the student, the Work-Integrated-Learning Coordinator and the Barber Program Chair worked closely to identify a paid employment opportunity for the student to ensure he would have the same trajectory after completing his studies as his peers.

The partnership between Inclusion Alberta and Athabasca University has opened new opportunities for students in rural Alberta, enabling them to pursue higher education while remaining in their communities. In 2024, one student from a small farming community enrolled in three accounting courses, helping her gain the knowledge and confidence to expand her personal bookkeeping business and double her client base. Given her family's remote location, this marks the first time in her adult life that she has been able to access academic and community supports, allowing her to join a yoga group, start a book club, and connect with her classmates.

120

Students  
supported

56

Unique programs  
of study

16

post-secondary  
institutions



# INCLUSIVE POST-SECONDARY EDUCATION

## Student Employment

Supporting students in securing and maintaining meaningful employment remains a foundation of fostering an inclusive life after the completion of studies. Employment not only fulfills a societal expectation but also provides an important avenue for community engagement and personal contribution. In 2024, students actively pursued part-time jobs during the academic year, gained valuable experience through summer employment, and worked towards building careers aligned with their studies and personal interests. Many of these paid roles were directly connected to their studies, creating productive links between academics and professional growth.



Coby (a student at MacEwan University)  
and her co-worker at LUSH.

## Student Employment Stats

100%

Students in trades are working in  
their field development

74%

Students were employed at the end  
of their studies

7

Post-secondary institutes were  
inclusive employers in 2024

24

Students completed their studies  
in 2024

## Did you know?

### Students Living in Residence:

- Students live in residence at the following institutions: MHC, Ambrose, Olds, RDP, MacEwan, Kings, NWP, Lakeland and Concordia.

### Supportive Classmates:

- In 2024, there were 603 supportive classmates connected to students across the province.

### Faculty Development:

- 22 educators attended NorQuest faculty development.

# INCLUSIVE POST-SECONDARY EDUCATION

## Institutions currently including students with intellectual disabilities:

Ambrose University\*  
Athabasca University\*  
Bow Valley College\*  
Concordia University of Edmonton\*  
Northwestern Polytechnic\*  
Lakeland College\*  
Lethbridge Community College  
MacEwan University\*  
Medicine Hat College\*  
Mount Royal University  
NorQuest College\*

Northern Alberta Institute of Technology (NAIT)\*  
Olds College\*  
Portage College\*  
Red Deer Polytechnic\*  
St. Mary's University College  
The King's University\*  
University of Alberta, Augustana Campus\*  
University of Alberta  
University of Calgary  
University of Lethbridge\*

*\*Initiatives operated by Inclusion Alberta*

## Conclusion

In 2024, the inclusion of students with intellectual disabilities in higher education continued to enrich and diversify campuses across the province, fostering learning environments that benefit all members of the academic community. With the support of dedicated allies, post-secondary institutions are expanding partnerships and redefining possibilities, demonstrating the transformative impact of inclusive education and the normative pathway.

More than just a pathway to education, inclusive post-secondary education represents hope for hundreds of families across the province who dream of a bright future. The broader inclusive post-secondary education team's dedication and hard work make its continued growth possible. Special thanks to Regional Coordinators Darren Beach, Katie Bhar Jacobsen, Jessica Brandsma, and Kristina Nelson for their commitment to this vital work.

submitted by

**Shawna Francis**

**Director, Inclusive Post-Secondary  
Education**

**Charmaine McIntyre**

**Executive Director, Community Initiatives**

# COMMUNITY INCLUSION INITIATIVE

## INCLUSIVE EDUCATION

The Community Inclusion Initiative (CII) supports people with intellectual disabilities and their families to advance a good life fully included in community. The Federally funded CII grant enables the Provincial and Territorial Associations of Inclusion Canada to determine regional needs and priorities and take action to improve the inclusion of children and adults with intellectual disabilities in their community. This grant enables Inclusion Alberta to employ 1.5 Inclusion Education Consultants who support school districts, teachers, and families across the province to access a high-quality inclusive education as well as to support the activities of Inclusion Alberta's Youth for Inclusion.

### **Inclusive Education**

Inclusion Alberta is committed to supporting the inclusion of children with intellectual disabilities in general education classrooms. Inclusion Alberta provides Inclusive Education Consultation to partnering school districts, schools, and administrative and teaching teams throughout Alberta. Quality inclusive education ensures that every child learns alongside peers in their community school while engaging with the regular curriculum, supported by necessary modifications and adaptations. This approach fosters vibrant, diverse classrooms and emphasizes meaningful participation for students with intellectual disabilities. However, many families face barriers that hinder full inclusion, revealing a gap between the vision and the reality, underscoring the need for continued advocacy and action. Inclusive education is pivotal to an individual's life, laying a foundation for acceptance, meaningful relationships, and future opportunities. It extends beyond the classroom to influence post-secondary education, employment, relationships and community participation, shaping a lifetime of belonging and inclusion.

Inclusive Education Consultants at Inclusion Alberta play a vital role in this mission by collaborating with families, schools, and districts across Alberta. Over the past year, the Inclusive Education Consultants have met with families of children with intellectual disabilities 157 times to offer guidance and enhance their ability to advocate for inclusive education. Inclusive Education Consultants work directly with schools and districts across Alberta to assist families in advocating for their vision to promote school-wide approaches to inclusive education.

This year, the consultants collaborated with schools to develop strategies, lessons, and resources that promote meaningful inclusion within the educational system. They provided professional development, supported during meetings, and consulted with school teams to ensure best practices in inclusive learning. In total, the consultants consulted with school teams 168 times throughout the duration of the year.



# COMMUNITY INCLUSION INITIATIVE

## INCLUSIVE EDUCATION

26

Schools consulted by  
the Inclusive Education  
Consultants across 10  
districts

240

Teachers,  
administrators, district  
personnel and support  
staff who accessed  
consultation

### Northern Lights Public School District

The Inclusive Education Consultants team has been actively collaborating with the Northern Lights Public School District (NLPS) to enhance inclusive education practices. They recently presented at the NLPS Ignite Conference, emphasizing the significance of presuming competence and adopting strength-based approaches. This engaging session attracted 20 participants, including principals, teachers, student support teachers, and educational assistants (EAs). Additionally, the Inclusive Education Consultant team has met with the District Director of Learning and Inclusive Education to develop and record compelling video content focused on inclusive education, aiming to serve as a valuable training resource for EAs within NLPS.

### Workshops and Presentations

In addition to individual consults, the Inclusive Education Consultants provided six workshops and presentations to schools, districts, and families on topics including:

- “Quality Inclusive Education” with Inclusion Calgary to families of children with intellectual disabilities
- “K-12 and Beyond: Promising Paths to an Inclusive Life” to Ascension of Our Lord School staff
- “Inclusive Education Strategies to Start the School Year Strong” to Inclusion Grande Prairie board members, educational assistants and families of children with intellectual disabilities in the Grande Prairie region
- “Inclusive Education Strategies to Start the School Year Strong” to Inclusion Edmonton Region, families of children with intellectual disabilities, the area manager of Early Child Services at GRIT and members of Multicultural Health Brokers
- “Supports in Inclusive Classrooms” to Calgary and area families of children with intellectual disabilities
- “Priorities and Perspectives that Benefit ALL Students” at NLPS Ignite Conference to school administration, teachers, student support teachers, and educational assistants

# COMMUNITY INCLUSION INITIATIVE

## INCLUSIVE EDUCATION

Inclusion Alberta's annual Family Conference gathers families and professionals to explore inclusion topics. This year, participants including families, educators, school leaders, and policymakers attended a workshop by Toby Karten, an expert in inclusive education. Her session, titled "Designing Instruction in Inclusive Classrooms from K-12," employed Universal Design for Learning (UDL) principles. Toby's workshop offered practical guidance on lesson planning, classroom design, and inclusive assessments, and emphasized educator wellness. Over 100 attendees benefited from her insights and resources for enhancing inclusive education. As part of the Annual Family Conference, Inclusion Alberta also partnered with Inclusion Canada to host the National Inclusive Education Awards. During this event, two winners were honoured: Marissa McCurdy, a Grade 4 teacher from the Edmonton Catholic School Division, and Lisa Walker, a Grade 8 Humanities teacher from the Calgary Catholic School Division.

Through collaborative efforts, Inclusive Education Consultants are helping to bridge the gap between policy and practice by supporting families, schools, and districts with strategies, training, and advocacy. The Inclusive Education Consultants strive to advance high-quality inclusive education, driven by the hope of building a future where every student is valued and fully supported to reach their potential.

submitted by

**Lyssa Horyn**

**Inclusive Education Consultant**

**Joelle Crosby**

**Inclusive Education Consultant**

**Billie Jack**

**Executive Director, Advocacy and  
Family Initiatives**





# COMMUNITY INCLUSION INITIATIVE

## YOUTH FOR INCLUSION

### Youth Advocacy & Engagement

2024 was a busy year of advancing youth advocacy and fostering important conversations about inclusion across Alberta. The year's first quarter focused on planning and executing the Annual Family Conference's Youth Forum "Building Tomorrow: Youth Advocacy for Inclusive Housing". Workshops explored disability history, housing inclusion, creative expression, and youth activism. The forum inspired engaging discussions and the introduction of advocacy to youth participants. Community outreach efforts strengthened relationships with Rotaract and Interact groups across the province. Presentations to Rotaract Clubs, including the Northern Lights and the University of Alberta groups, highlighted inclusion advocacy and showcased the importance of united youth voices.



Youth speaking at the 2024 Northern Lights Conference

### Advocacy Projects

Progress on the Inclusive Curriculum Project, titled "Beyond the Margins: Advocating for the Inclusion of Disability History," was a key focus throughout 2024. Significant milestones included completing initial research, drafting recommendations, and developing a tailored presentation for diverse audiences. These efforts aimed to include disability history in Alberta social curricula and prepare the project for stakeholder discussions and public advocacy. Efforts to support related initiatives, such as advocacy against seclusion in schools and youth employment projects, continued alongside the curriculum work. Youth leaders pursued space to discuss inclusive recreation, relationships, housing and other matters that impact all youth.





# COMMUNITY INCLUSION INITIATIVE

## YOUTH FOR INCLUSION

### Collaborative Initiatives & Event Planning

Preparations for future events, including a youth group speaker series and the 2025 Youth Forum were also undertaken. Collaborative zine-making activities and reflection worksheets were introduced to enhance creative engagement. Partnerships with the iHuman Youth Society and the John Humphrey Centre were explored to expand outreach. The Youth for Inclusion facilitator presented at multiple events, such as RYLA and the Northern Lights Conference, where they were able to speak to the injustices and biases so often imposed on youth with intellectual disabilities. A session on unconscious bias and youth advocacy at RYLA inspired participants to connect with Inclusion Alberta.



Attendees at the 2024 Youth Forum

### Overcoming Challenges & Setting Future Priorities

This year saw strengthened partnerships, impactful advocacy, and the development of innovative strategies to broaden youth engagement. Efforts moving forward will focus on removing barriers for youth participation, deepening collaborations, and enhancing connections to other youth groups to ensure a greater impact in 2025.

submitted by

**Meg LaRose**

Youth for Inclusion Facilitator

**Charmaine McIntyre**

Executive Director, Community Initiatives

# DARRELL COOK

## FAMILY MANAGED SUPPORTS RESOURCE CENTRE

The Darrell Cook Family Managed Supports Resource Centre (DCFMSRC) provides support to individuals with intellectual disabilities and their families in the Calgary area who are pursuing an inclusive life for their family members with an intellectual disability. The Resource Centre engages in conversations with families, focusing on articulating a vision of inclusion and planning for a meaningful life. The DCFMSRC helps families create tangible plans for their family members, considering the normative domains of life, such as home, employment, education, relationships, and community engagement. Supporting a family to be clear in their vision and plans for their family member is crucial in ensuring an inclusive and meaningful life embedded in the community.

The DCFMSRC provides families and Funds Administrators practical support navigating a Family Managed Supports Agreement through the PDD program. Funds Administrators receive guidance in understanding FMS, co-creating funding proposals, writing job descriptions and job ads, recruiting and hiring staff, drafting staff contracts and agreements, employer responsibilities and staff training to support their vision of inclusion.

In its 15th year of operation, the Resource Centre supported 89 families, with 47 families contacting the Resource Centre for the first time. Since its inception in 2010, the Darrell Cook Family Managed Supports Resource Centre has helped 836 families pursue a meaningful life and organize personalized support for their family members with intellectual disability. On average, the Resource Centre is in contact with 28 families and actively supports 22 families in any given month.

836

**Families supported by the Resource  
Centre since inception in 2010,  
including 47 new in 2024**

MONTHLY

22

**On average the Darrell Cook Family Managed Supports Resource Centre actively supported 22 families monthly in 2024.**

28

**On average the Darrell Cook Family Managed Supports Resource Centre is in contact with 28 families**

# DARRELL COOK

## FAMILY MANAGED SUPPORTS RESOURCE CENTRE

The DCFMSRC supported 28 families in planning and actioning meaningful employment for their family members in 2024. Support to families included creative brainstorming of potential employment opportunities that align with their family member's passions, strengths and talents. In turn, the Resource Centre provided direct support, helping families and FMS staff connect with local businesses and employers in pursuit of meaningful employment opportunities for their family members or the person they are supporting.

In hopes of supporting their family member with an intellectual disability to move into a home of their own, the Resource Centre helped 36 families this year to secure living arrangements, and recruit, hire and coordinate qualified support staff. Families received support in considering a home for their loved ones, including location, the type of home, roommates and support requirements. 11 families connected to the Resource Centre successfully hired supportive roommates or supportive-independent-living staff to ensure their family members could pursue their vision of living in a home of their own.

This year, 24 families requested support in recruiting qualified and compatible staff. With assistance from the Resource Centre, 19 families successfully hired support staff to support their loved ones in the community, at home and at work. Successful recruitment for compatible staff was achieved by encouraging families to incorporate their vision of an inclusive life when considering roles for support staff, creating job responsibilities and advertising.

The FMS Learning Series remains integral for people utilizing FMS, planning an inclusive future for their loved ones, or supporting someone with an intellectual disability. The Resource Centre held four in-person workshops in 2024 hosting 'Creating and Facilitating Relationships', 'Exploring Meaningful Employment Opportunities' and 'Positive Approaches', as well as a virtual Employment workshop, accessible provincially. All events were open to the public with a total of one hundred and twenty-three in-person participants and ninety virtual participants.

The FMS Online Guide continues to be an invaluable tools for Albertans with over 9000 pageviews and 3560 active users. Notable pageviews included "About Family Managed Supports", "FMS Resources", "FMS FAQ's" and "Negotiating with PDD". This year, the Resource Centre updated, organized and developed resources for the webpage, including a staff recruitment and staff onboarding checklist. In addition, job descriptions and job ad examples were re-written to showcase ways of including a family's vision in these critical documents.

submitted by

**Sydney De La Mare**

**Provincial Coordinator, Darrell Cook FMSRC**

**Billie Jack**

**Executive Director, Advocacy and  
Family Initiatives**

# REGISTERED DISABILITY SAVINGS PLAN & DISABILITY TAX CREDIT

Inclusion Alberta strongly encourages all individuals with intellectual disabilities to apply for the **Disability Tax Credit (DTC)** and start a **Registered Disability Savings Plan (RDSP)**. They are two important tools that can provide short-term and long-term financial benefits. The DTC and RDSP are essential components of Canada's social safety net for people with disabilities and their families, helping to address income disparities and enhancing financial stability. Since 2023 Inclusion Alberta has had funding to support individuals with intellectual disabilities and their families to access the Disability Tax Credit (DTC) and Registered Disability Savings Plan (RDSP). This funding was provided through an expansion of our Grande Prairie Family Managed Supports Resource Centre Grant. Unfortunately, the funding for both projects was not renewed and ended March 31, 2024.

148

Number of referrals received

55

Number of unique individuals and families support with RDSP planning/applications

54

Number of people reached through four webinars

113

Number of people supported to apply for the DTC

\*January - March 2024

## Barriers to Accessing the DTC

1. Lack of awareness and knowledge
2. Complex application process
3. Healthcare providers are charging a fee to certify the T2201 form.
4. Fees from organizations to assist with applying for the DTC.
5. Inability to secure a family physician to complete and certify forms.
6. Healthcare providers refusing to certify the T2201 form
7. Language and literacy barriers

As this project regrettably came to a close at the end of March, the coordinator spent time sharing information and resources with all Inclusion Alberta staff as well as staff at community agencies including Veterans Affairs, AHS, and First Nations Health Consortium to try to ensure that support can continued to be offered. Additionally, the coordinator gathered and created robust resources for Inclusion Alberta's website to assist in supporting people with disabilities and their families to navigate the complicated process of applying for the DTC and understanding the RDSP. The information can be found here: <https://inclusionalberta.org/dtc-rdsp-info/>

# SUPPORTIVE COMMUNITIES: STRENGTHENING FAMILIES

The Supportive Communities: Strengthening Families (SCSF) initiative in Calgary supports children and youth with intellectual disabilities and their families to envision a community life and develop actionable plans to achieve access to an inclusive life. The initiative aims to enhance the capacity of families and the community to provide inclusive recreation and leisure options for children with intellectual disabilities. It also assists families by examining their children's interests and talents, fostering connections and friendships, and encouraging active community participation.

In 2024, the SCSF initiative engaged 45 families, with 22 accessing support for the first time. This year, families sought assistance ensuring participation in recreation and leisure activities, clubs, and faith groups and planning for a fulfilling life after high school. In addition to collaborating closely with families, the SCSF coordinator engaged with businesses, programs, and organizations that aimed to improve their ability to include children and youth with intellectual disabilities.

Recreation providers in the Calgary area showed strong dedication to fostering inclusion by working with families and the SCSF coordinator. Five programs in Calgary partnered with the SCSF initiative to include children and youth with intellectual disabilities fully. Storybook Theatre, Calgary Gymnastics Centre, Calgary Rockies, Milestones Early Childhood Learning Centre, and the University of Calgary's Active Living Gymnastics program sought guidance to adapt their services and support children and youth with intellectual disabilities. In 2024, families enrolled their children in various community activities and enhanced their capacity to share their vision of inclusion. Programs like YMCA Swim, YMCA volunteer program, Hands that Play, Toastmasters, Vivo, and Highwood Outdoor Pool worked closely with families to ensure their child's participation in their programs.

Beyond cultivating community recreational opportunities, the SCSF initiative assisted families in navigating and utilizing FSCD supports and services. The SCSF coordinator helped families recruit suitable support staff to increase their loved one's participation in community activities. Families received support to enhance their strategies for hiring and managing support staff. The ongoing challenges of recruiting and retaining staff have led to innovative approaches, prompting families to expand their networks and explore new methods to broaden their recruitment efforts effectively. The SCSF initiative has collaborated with families to apply creative recruitment strategies while ensuring their children's visions are integrated into the staff recruitment processes.

The Supportive Communities: Strengthening Families initiative is instrumental in fostering the inclusion of children and youth with intellectual disabilities in the Calgary area by enabling families to build meaningful connections, improve community participation, and effectively navigate available resources.

submitted by

**Sydney De La Mare**

Provincial Coordinator, Darrell Cook  
FMSRC, Calgary

**Kennedy Marshall**

Supportive Communities: Strengthening  
Families Coordinator, Calgary

**Billie Jack**

Executive Director, Advocacy and  
Family Initiatives





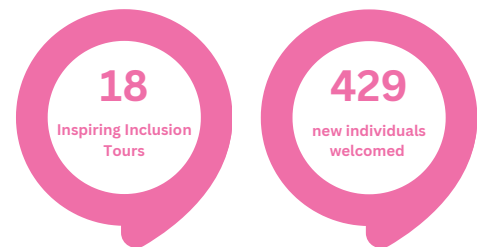
# FUND DEVELOPMENT

## Celebrating our Donors and Fundraising Achievements

We are incredibly grateful to our donors for their unwavering support, which helped us surpass our 2024 fundraising goal. Your generosity fuels our mission and drives real change.

## Inspiring Inclusion Tours – A Gateway to Our Mission

Our Inspiring Inclusion Tours remain a cornerstone of our outreach, introducing community members to Inclusion Alberta's work. A heartfelt thank you to everyone who helped organize and participated in these transformative experiences.



## Changing Lives Changing Communities Fundraising Events

In November, we hosted Changing Lives, Changing Communities fundraising events in Edmonton and Calgary, with a virtual option in Edmonton and community watch parties.

850 guests came together across both cities with an impressive 156 devices joining virtually, and we welcomed 48 new Dream Makers to our Dream Maker Society. A Dream Maker is a donor who pledges a minimum of \$1,000 per year for five years. An incredible \$643,257 was committed over the next five years from the events. Your support strengthens our ability to meet the growing needs of individuals and families.



## Honouring Our Event Sponsors

Special thanks to Milk Jar Candle Co., Concordia University of Edmonton, ATCO, DHL, UFA, Edmonton Sunrise Rotary, Belongify, ATS Traffic Ltd., and Cenovus for their generous contributions that made these fundraising efforts possible.

## Recognizing Our Lead Donors

We are profoundly grateful to Pat & Lorne Gordon and Cathy & Rob Vogelgesang for their extraordinary \$25,000 lead gifts. Their generosity has inspired others to give, amplifying our collective impact.





# FUND DEVELOPMENT



## Partnership with Inclusion Lloydminster

In May, we collaborated with Inclusion Lloydminster to host their Changing Lives, Changing Communities event, raising an inspiring \$225,549. We welcomed four new Dream Makers and celebrated three renewals for another five years.



## Peter Lee Golf Classic

The fifth annual Peter Lee Golf Classic at The Links in Spruce Grove raised \$24,597. A special thank you to Andre Charrois and NFP for hosting this successful event.



## Koch Classic

On July 6, the fifth annual Koch Classic Golf Tournament raised \$9,300 in support of the Hannah Gunderson Memorial Fund, which assists students with intellectual disabilities in accessing inclusive post-secondary education.



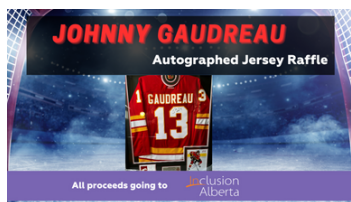
## WestJet Raffle

Thank you to WestJet for donating roundtrip flights for two to any regularly scheduled destination. This raffle, held during our Family Conference, raised \$10,090.



## Oilers Playoff Ticket Raffle

Through two separate raffles, we raised \$25,948 thanks to our incredible supporters.



## Johnny Gaudreau Jersey Raffle

With your support, we raised \$6,310 in our jersey raffle. A special thanks to our generous donor for making this possible.

# FUND DEVELOPMENT

## Strengthening Awareness Through Radio

A huge thank you to Stingray for their incredible donation of \$225,000 worth of radio spots across Alberta, helping us spread the message about the benefits of an inclusive life. This generous contribution has significantly amplified our reach.

Four impactful spots were created, each highlighting a key area of inclusion:

- *Inclusive Employment* – featuring Colin Jackson from ATCO
- *Support to Families* – featuring Eddie Steele, a parent from Edmonton
- *Inclusive Post-Secondary Education* – featuring Tim Loreman from Concordia University of Edmonton
- *Inclusive Education* – featuring Donna Barrett, inclusive education consultant

We are deeply grateful for Stingray's commitment to creating a more inclusive Alberta.

## Giving Tuesday/Year End Mailout

Giving Tuesday on December 3rd, combined with our year-end mailout, showcased the generosity of our community.



GIVING  
TUESDAY

Nov  
28

24  
donations

\$4,825  
raised!

## Thank you for Making a Difference

Every donation, no matter the size, contributes to life-changing support for children and adults with intellectual disabilities and their families. We are deeply grateful for your generosity in 2024—thank you for being part of this journey with us!

submitted by

**Wendy McDonald**  
Chief Operating Officer

# 2024 DREAM MAKERS

***This group of community-minded people from all walks of life has chosen to support the hopes and aspirations of Albertans with intellectual disabilities and their families. Inclusion Alberta Dream Makers commit to a minimum five-year financial contribution.***

Amy Abbott  
Erin Acton  
John & Robin Acton  
Janet Adams  
Agland (Cam Kay)  
Leela Aheer  
Shuan Ahmadi  
ALSA Road Construction  
Georgina & T.J. Altman  
Stacey & Quentin Andrews  
Dawn Angus  
ATCO  
Barrett Consulting  
(Robert & Pam Barrett)  
Donna Barrett & Bruce Uditsky  
Lauren & Karen Bartell  
Baytex Energy Corp  
The Bayus Family  
Laura & Arnie Bechard  
Natalie & Mark Beland  
Eric Bennett  
Chris Beringer & Erin Bonner  
Jennifer Black-Moir & Meric Moir  
Blade Automation  
Larry & Lynn Blenkin  
The Bolton Family  
Gwen Bond  
Boston Pizza Lloydminster  
Trish Bowman & Tim Weinkauff

Monica Braat  
In Memory of Lynn Bryant  
The Burk Family  
Canadian Natural Resources Limited  
John Carle  
Century 21 Masters  
(Geneva Tetreault & James Mabey)  
Brian Carnahan & Christine Rendell  
Andre & Lynne Charrois  
Laura Charrois  
Patrick Charrois  
Anthony Chow  
Melanie Chow  
Nicole Chu  
Clark Builders  
Tara Clarke  
John Cloutier  
Brent & Adele Collingwood  
CNS Medical Inc.  
Sheilagh Cook  
Ian & Catherine Cooke  
Robert Corrigan & Barb Holland  
Jeremy Crossman  
Delisle Enterprises Ltd.  
(Katherine Delisle)  
Glenn DeSchover  
Ray & Donna Desjardins  
Rod Devries  
Dieleman-Bradley Family



# 2024 DREAM MAKERS

Kelley Doerksen  
Dan & Marlene Doherty  
Rae Douglas  
Anne & John Driedger  
Driving Force Group  
Mark & Kim Dupperon  
Kim Edwards & Dave Kinders  
Earls Westhills  
Bill & Cecilia Engelage  
Shawn & Vanessa Ergang  
Julie & Rick Evans  
Cynthia & John Farmer  
Jennifer Flesher & Family  
Colin Foote & Sherri Husch Foote  
Katie Foss  
Shawna Francis & Thomas Lee  
Penny & Niels Frederiksen  
Arne & One Fulton  
Gallo LLP Chartered Professional Accountants  
The Gallup Family  
Philippa & Tom Gear  
Merry Gebregiorgis  
Heritage Optical  
Louise Gendreau & Robert Howard  
Dedicated to Elizabeth Gilkes  
Amelia Gillett  
Scott & Allison Greenwald  
Kim Gunderson  
Todd & Janine Hames  
Trudy & Murray Hames  
Matthew & Courtney Hammond  
David Harding  
Evan & Sandy Harris  
The Heath Family  
Larry & Rosemaire Hemmelgarn  
Jesse Hill

Brendon Hobal  
Daryn Hobal  
In Loving Memory of Aedan  
– Kristian, Krista & Elliot Holden  
Roger Hughson  
Ralph & Janet Hutchinson  
Tally and Chelsie Hutchinson  
Billie Jack  
Colin Jackson  
Jewish Community Foundation of Calgary  
Steve & Annette Kay  
KEEN Creative Inc. (Matt Aubin)  
Kelly Kinders  
Rudy & Donna Kneller  
Rajesh Kumar & Pooja Mehta  
Tara-Lee LaRose  
Matthew LaRose & Catherine Szabo  
Lash Enterprises Ltd.(Kathy Paniak)  
Mike & Heather Lambert  
Chris & Cathy Laycock  
Brent & Cheryl Legaree  
Nadia & Chad Lehman  
Laurie Lemieux  
Lindi Scribante Professional Corporation  
Dave & Cheryl Linklater  
Maxine & Gerry Lorente  
Tim Loreman & Family  
Charlene Lumsden  
Bruce & Marilyn MacDuff  
Mach 1 Diesel Repair Ltd.  
Barb & Russ MacIntyre  
Ryan MacIntyre  
The Mackenzie Family  
Stephen & Lynn Mandel  
Penny Manners  
Kevin & Leanne Martin



# 2024 DREAM MAKERS

Wendy Marusin  
Krista & Brad Mastaler  
George & Marilyn McAllister  
Joanne McDonald & Family  
Kyle McDonald  
Wendy & Blaine McDonald  
Robert McGinn  
Colin McGovern  
Charmaine McIntyre  
Devon & Lisa McKenzie  
Vanessa & Danny McNabb  
Perry McPherson  
Anne McWhir & David Oakleaf  
Bonnie Mihalchan  
Robert & Connie Millar  
Jackie Mohrbutter  
Michelle & Robin Mol  
Paul Monson – IG Wealth Management  
Ashley & Rhys Morgan  
Douglas Morrow  
Naqvi and Rota Families  
Bob & Vivian Nelson  
Philip & Rebekah Ney  
NFP Canada  
Dennis & Eleanor Nickolet  
Barbara & Robert Nish  
Nissan Lloydminster  
Nordic Mechanical Services Ltd.  
North Elm Construction  
Catherine Oakleaf  
Stephen Oakleaf  
The Okell Family  
Penny & Ron Omell  
Melissa & Andrew Oracheski  
Gord Otto  
Our Boy Calvin

Trisha & Darryl Pattison  
Glenn & Laurie Peterson  
Nancy Peterson  
Jennifer Pethick  
Roy & Sandy Pierson  
John Pinsent  
Print Three Calgary  
Christine Prokop & Brent McFarlane  
Alissa Purdy  
Rob & Launie Rakochey  
Glenys Reeves & Bert Gibbs  
Jim & Diane Reid  
Jodi Reid  
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Jack & Dorothy Robertson  
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Brenda & Todd Robinson  
Rolling Green Fairways (Heather Walker)  
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Rotary Club of Lloydminster  
Lorne & Kathleen Rubis  
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Sagiper North America  
Dr. Raffath Sayeed  
Jo-Anne Schiller  
Allen & Jean Schreiber  
The Semonis Family  
SERVUS Credit Union of Lloydminster  
Tracy Simpson  
The Simpson – Van Staalduine Family  
Brian Sippert  
Six Strong Agronomy (Darcy Saskiw)  
Leroy & Michelle Slomp  
Lindsey & Kirsten Smith  
Tamara Smith

# 2024 DREAM MAKERS

Ben & Tiffany Spangl  
Steve Specht  
Jennifer Steckly  
Evan & Sherri Stephens  
Joe & Tracey Starkman & Family  
Heather Stewart  
Kyle Stinson  
Kim Stirling  
Michael Stonhouse  
Colleen Storms  
Brian & Heather Summers  
Sunshine Door Inc.  
Sylvan Learning Centre, Calgary  
Synergy Electrical Solutions  
Arash & Farnia Taghipour  
The Tao Foundation (Lorne & Patricia Gordon)  
Omelia Tedesco-White  
Tirecraft (Marc Tellier)  
Doug & Elizabeth Trigg  
Michael Trigg  
Tina Trigg

Tyler Vandenbosch & Sara Protasow  
Josie Van Lent  
Rolland Vienneau  
Cathy & Rob Vogelgesang  
Lucas Ward  
Daryl & Anne Watt  
Karen & Jeff Way  
Michelle & Mike Webb  
Scott & Bernie Webb  
Karla Whiting  
Hudson Wittman  
Brittany & Christopher Williams  
Brianne Wilson  
Tonya & Daniel Wolfe  
Donna & Ryan Wood  
Gerry & Elaine Wood  
Ralph & Gay Young Family Fund  
Zippered Tiger Inc. (Heike Cantrup)  
Leon & Vonnie Zupan  
Anonymous (4)





2024

# MAJOR DONORS

***Inclusion Alberta is grateful for all the support we received this year. We want to acknowledge the following for their significant donations of \$10,000.00 or more in contributions, sponsorships or lead gifts.***

- Donna Arnold
- ATCO Ltd.
- Baytex Energy
- Cenovus Energy
- Clark Builders
- John Cloutier
- DHL Supply Chain
- Rae Douglas
- Rotary Club of Edmonton Sunrise
- MEG Energy
- MilkJar Candle Company
- Peter Lee Golf Classic
- The Randstad Canada Foundation
- The Tao Foundation (Lorne & Patricia Gordon)
- Cathy & Rob Vogelgesang
- Gerry & Elaine Wood

# EXECUTIVE COMMITTEE & INCLUSION ALBERTA BOARD OF DIRECTORS

## Executive Committee

|                      |                   |
|----------------------|-------------------|
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| Past-President.....  | Barb MacIntyre    |
| Vice-President.....  | Cathy Laycock     |
| Vice-President.....  | Tina Trigg        |
| Treasurer.....       | Keith Moore       |
| Member-at-Large..... | Ashton Kennedy    |
| Member-at-Large..... | Tracy McHugh      |
| Member-at-Large..... | Monica Sawchyn    |
| Ex-Officio .....     | Trish Bowman, CEO |

## Inclusion Alberta Board of Directors

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| Past-President.....            | Barb MacIntyre      |
| Vice-President.....            | Cathy Laycock       |
| Vice-President.....            | Tina Trigg          |
| Treasurer.....                 | Keith Moore         |
| Ex-Officio .....               | Trish Bowman, CEO   |
| Director-at-Large.....         | Ashton Kennedy      |
| Director-at-Large .....        | Kathleen McHugh     |
| Director-at-Large.....         | Braden Mole         |
| Director-at-Large .....        | Andrea Reid         |
| Director-at-Large.....         | Monica Sawchyn      |
| Director-at-Large .....        | Lily Semonis        |
| Director-at-Large.....         | Qiuxia Zhang        |
| Honourary Member.....          | Roy Skoreyko        |
| AdaptAbilities.....            | vacant              |
| Capabilities Connection .....  | Jessica Schurman    |
| Cohesive Communities.....      | Amy Quintal         |
| Etana.....                     | Aspen Boone-Windrim |
| Gateway Association.....       | Alex Kirkland       |
| Inclusion Calgary.....         | Bill Dowhaluk       |
| Inclusion Edmonton Region..... | Sandy Harris        |
| Inclusion Foothills.....       | Heather Pfeil       |

# INCLUSION ALBERTA BOARD OF DIRECTORS CONT. & AFFILIATE MEMBER ASSOCIATIONS

## **Inclusion Alberta Board of Directors cont.**

|                                                                           |                 |
|---------------------------------------------------------------------------|-----------------|
| Inclusion Grande Prairie.....                                             | Aimee Steinke   |
| Inclusion Lethbridge.....                                                 | Bruce McKay     |
| Inclusion Lloydminster.....                                               | Daryl Watt      |
| Inclusion Medicine Hat.....                                               | Judy Bowerin    |
| Inclusion Siksika.....                                                    | Tracy McHugh    |
| Inclusion St. Paul.....                                                   | Amil Shapka     |
| Inclusion Wetaskiwin.....                                                 | Darlynn Crane   |
| Marigold Enterprises.....                                                 | Naal Sharkawi   |
| Parkland Community Living & Support Society.....                          | Herb Franklin   |
| People First Society of Alberta.....                                      | Ben Rowley      |
| Progressive Alternatives Society of Calgary.....                          | Andrew Kryzan   |
| Selections.....                                                           | Vanessa Stewart |
| Skills Society.....                                                       | Debbie Royer    |
| Southern Alberta Community Living Association.....                        | Travis Dow      |
| The GRIT Program.....                                                     | Sandy Thompson  |
| Transitions Rehabilitation Association of<br>St. Albert and District..... | vacant          |

## **Affiliate Member Associations (non-voting)**

Ability Resource Centre  
 Beehive Support Services  
 Calgary Alternative Support Services, Inc. (CASS)  
 Calgary Personal and Community Support Association  
 Calgary SCOPE Society  
 Developmental Disabilities Resource Centre of Calgary  
 Edmonton Down Syndrome Society  
 Edmonton On Campus Adult Education Society  
 Falher Friendship Corner Association  
 Lifestyle Choices of Edmonton  
 Southern Alberta Individualized Planning Association (SAIPA)  
 St. Paul Abilities Network (SPAN)  
 Taber Special Needs Society  
 Ups and Downs – Calgary Down Syndrome Society  
 Wainwright Association for Community Living

# INCLUSION ALBERTA STAFF

## **Inclusion Alberta Leadership Team**

Chief Executive Officer - Trish Bowman  
Chief Executive Officer Emeritus - Bruce Uditsky  
Chief Operating Officer - Wendy McDonald  
Executive Director, Advocacy and Family Initiatives - Billie Jack  
Executive Director, Community Initiatives - Charmaine McIntyre  
Executive Assistant - Tara-Lee LaRose  
Director, Advocacy and Calgary Team Lead - Catherine Oakleaf  
Director, Community Engagement and Public Affairs - Philip Ney  
Director, Employment Partnerships - Madeline Ouellette  
Director, Inclusive Post-Secondary Initiatives - Shawna Francis

## **Inclusion Alberta Support Team**

Business Manager - Colleen Storms  
Operations Manager - Roy Pierson  
Communications Coordinator - Sara Protasow  
Fund Development Coordinator - Alyssa Banfield  
Fund Development and Meeting Coordinator - Cheyenne Darichuk  
Human Resources Coordinator - Lucas Ward  
Office Administrator - Chrissy Clark  
Admin Assistant - Shay Nickolet  
Admin Assistant - David Sobsey  
Librarian - Linda Cook

## **Inclusion Alberta Foundation**

Chief Operating Officer - Shawn Ergang  
Operations Manager - Darlene Lesjak

## **Inclusive Education**

Inclusive Education Consultant - Joelle Crosby  
Inclusive Education Consultant - Lyssa Horyn



# INCLUSION ALBERTA STAFF

## **Advocacy and Family Initiatives**

Senior Advocate, Lloydminster - Stacey Andrews  
Advocate, Calgary - Saltanat Ashymova  
Advocate, Edmonton - Tracy Hospedales  
Advocate, Edmonton - Karen Slater  
Advocate, Edmonton - Taylor Sloan  
Community Development Advocate, Central Region - Dawne Hammerschmidt  
Community Development Advocate, Edmonton - vacant  
Community Development Advocate, Northeast/Northwest Region - Kim Stirling  
Community Development Advocate, South Region - vacant  
Community Engagement and Development Coordinator, Calgary - Kate Hughson  
Provincial Coordinator, Darrell Cook FMSRC, Calgary - Sydney De La Mare  
Supportive Community: Strengthening Families Coordinator, Calgary - Kennedy Marshall  
Provincial Complex Needs Coordinator - Arne Fulton  
Complex Needs Facilitator, Calgary - Dee Caine  
Youth for Inclusion Facilitator - Meg LaRose

## **Employment Partnerships**

Rotary Employment Partnership Team Lead, Calgary - Courtney Wilson  
Rotary Employment Partnership Team Lead, Edmonton - Brittany Williams  
Rotary Employment Partnership Coordinator, Calgary - Copelan Manzer  
Rotary Employment Partnership Coordinator, Calgary - Kate Paulsen  
Rotary Employment Partnership Coordinator, Calgary - Ashley Yu  
Rotary Employment Partnership Coordinator, Calgary - Allie Castro  
Rotary Employment Partnership Coordinator, Edmonton - Alexa Bender  
Rotary Employment Partnership Coordinator, Edmonton - Jacob Bodnaruk  
Rotary Employment Partnership Coordinator, Edmonton - Sydney Currie  
Rotary Employment Partnership Coordinator, Edmonton - Madison Hook  
Rotary Employment Partnership Coordinator, Edmonton - Jaelyn Kupilik  
Rotary Employment Partnership Coordinator, Foothills - Carey Taylor  
Rotary Employment Partnership Coordinator, Grande Prairie - Patricia Gibson  
Rotary Employment Partnership Coordinator, Lloydminster/Vermilion - Salma Kazmi  
Rotary Employment Partnership Coordinator, Red Deer - Gina Belich  
Youth Employment Partnership Coordinator, Calgary - Allison Murphy  
Youth Employment Partnership Coordinator, Edmonton - Phoenix Chaytor

# INCLUSION ALBERTA STAFF

## **Inclusive Post-Secondary Education**

Regional Coordinator, Inclusive Post-Secondary Education - Katie Bhar Jacobsen

Regional Coordinator, Inclusive Post-Secondary Education - Jessica Brandsma

Regional Coordinator, Inclusive Post-Secondary Education - Kristina Nelson

Regional Coordinator & Quality and Engagement Coordinator - Darren Beach

Career Development Coordinator - Issi Ranieri

Provincial Coverage Coordinator - Brody Hallett

Ambrose University, Coordinator - Krista Cannon

Ambrose University, Facilitator - Courtney Theune

Athabasca University, Coordinator - Alexandra Edwards

Bow Valley College, Coordinator - Tamar Tchaprazian

Bow Valley College, Facilitator - Emily Foxton

Concordia University of Edmonton, Coordinator - Brigjilda Berger

Concordia University of Edmonton, Facilitator - Jules Padilla

Lakeland College, Coordinator - Jackie Rokochoy

Lakeland College, Coordinator, Vermilion - Karen Bennett

MacEwan University, Coordinator - Kevin Veenstra

MacEwan University, Facilitator - Jenna Dewar

MacEwan University, Facilitator - Ivana Bartakovicova

MacEwan University, Facilitator - Emily Gleave-Higa

MacEwan University, Facilitator - Susana De Leon Siller

MacEwan University, Facilitator - Makaila Lewis

Medicine Hat College, Coordinator - Cassidy Poje

Medicine Hat College, Facilitator - Kashin Ali

NAIT, Coordinator - Lorenzo Apostol

NAIT, Facilitator - Megan Barron

NAIT, Facilitator - Kaitlin Wallace

NAIT, Facilitator - Dravjot Minhas

NAIT, Facilitator - Katie Bakken

NorQuest College, Coordinator - Kayla Warkentin

Northwestern Polytechnic, Coordinator - Leanne Novosol

Northwestern Polytechnic, Facilitator - Nomi Davaa

Northwestern Polytechnic Fairview Campus, Facilitator - Kayla Young

Olds College, Coordinator - Tara Jones

Portage College, Coordinator - Alyssa Belanger-Haig



# INCLUSION ALBERTA STAFF

## **Inclusive Post-Secondary Education cont.**

Red Deer Polytechnic, Coordinator - Denise Varty

Red Deer Polytechnic, Facilitator - Kristin O'Connell

Red Deer Polytechnic, Facilitator - Ashley Gagyi

Red Deer Polytechnic, Facilitator - Daesha Thompson

The King's University, Coordinator - Krista Smith

The King's University, Facilitator - Caroline Sylvester

The University of Alberta, Augustana Campus, Coordinator - Dianna Jordison

University of Lethbridge, Coordinator - Janelle Dyck

**\*Indicates staff with multiple roles/titles**

**NOTE:** Staff list is current as of January 27, 2025

