

Foothills Advocacy In Motion (AIM) Society

(Incorporated June 2, 1980)

Annual Report 2004-5

***"Empowering Persons with
Disabilities"***

"Progress in Motion"

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Mission:

Empowering persons with developmental disabilities residing in the Foothills Region.

within their chosen communities. We are honoured to support these individuals in living life to the fullest.

Philosophy:

The Foothills Advocacy In Motion (AIM) Society believes in the declaration that citizenship is the right of persons with disabilities and that every individual has the right to live a life of dignity, to feel accepted by others, to be treated with respect and to have the opportunity to take risks. Every individual has the right to live in an environment that allows these needs to be met.

The overall goal and purpose of the Society is to assist in the integration of disabled persons into existing social and economic structures. To guide and enable these citizens to make informed decisions about their needs, goals and objectives; which are directed towards achieving results that reflect a high standard of quality of life that can be attained in a cost effective manner.

We believe we have been highly successful achieving this goal once again this year. Fifty of fifty-eight program participants this year have been employed and/or volunteered at over fifty community-based settings. In total, clients incurred 55,229 hours in community. On average program participants spent 21.25 hours per week actively and meaningfully participating

President's Message:

I am very pleased to report that the Foothills AIM Society has experienced much success and has garnered worldwide attention this past year for its innovation and creativity. Our website has been completely revamped and updated. The 200,000 plus hits per month have introduced us to interested parties from all over the globe.

The recognition and accolades received for our new home has been amazing. We remain eternally indebted and grateful for the involvement of both Mr. Emile Rocher and Professor James Love for their ingenuity and support. Our building continues to rank amongst the top energy efficient structures in all of Canada. To have attained this level of achievement and to have completed the project 24.8% under budget is truly remarkable and something to be extremely proud of.

The demand and interest in the programs and services offered by the Foothills AIM Society has resulted in a growth rate of nearly 20% this past year. We continue to be recognized and sought out as both a service and employer of choice in the Foothills Region.

The expansion of services into the Okotoks Community marks another milestone in our evolution. Exciting times lie ahead for the Society and I sincerely hope that you will continue to support our incredible journey!

I extend my sincere gratitude and appreciation to all those who have made

this remarkable year possible. Lastly, I would like to acknowledge our staff. They continue to exceed all expectations. The "team" that we have now is fantastic, and continues to amaze me.

Luther Dougherty
President

Executive Director:

I remain extremely proud of the overall quality of life that we have assisted individuals with disabilities in achieving and sustaining this past year. We remain committed to making a difference in the lives of those we serve. It has been both an honour and a privilege to participate in your lives for another year. I am even more proud of how we have accomplished what we have. My hope is that this report provides you with relevant information that warrants your ongoing support and participation.

You will learn how we have helped ourselves to overcome the barriers and obstacles facing all non-profit organizations. Times are tough! Now more than ever, we need to be highly creative and resourceful in how we deliver our goods and services.

What follows is a recap of how each component Manager has arisen to the challenge of doing more with less. Under the financial section of this report you will see how our cost per person per annum compares with both Regional and Provincial averages. Our commitment to our clients, families and to each and every taxpayer is that we will spend each and every penny diligently and be accountable for what we do.

It has been a very taxing and trying year. The growth and opportunities that have presented themselves this year have been almost too much to bear. What a great problem and challenge to have! I wish to convey to our Board of Directors and my senior staff, my deepest appreciation and respect for the job that they have done.

Vincent Kimura
Executive Director

Intake & Client Service Coordination:

2004-2005 witnessed growth of nearly 20%. Ten (10) new individuals were welcomed this year. Another five (5) have been placed on a wait list pending approval and PDD funding. Growth

within the Okotoks Community has been dramatic to say the least. In response to this growing need, a proposal to expand operations into this rapidly growing demographic was tabled. The Calgary Region Community Board advised us in December that our proposal had met with approval.

Considerable time and effort was incurred between January and March of 2005 to get this office ready for an April 1, 2005 opening. This new office positions us well to address future demand and growth. This expansion is very significant in the ongoing evolution of the Foothills AIM Society.

Mr. Fowler and the Outreach Team successfully implemented a "Community Kitchen" program. Eight individuals chose to participate and meals have been prepared for under a \$1 per adult serving. Other local community groups are very interested in implementing

similar programs and have toured our operation.

Outreach caseloads continue to increase and yet the number of cases in crisis has declined. Access to Psychological Counselling has had a very favourable impact. A well-received vacation was offered to a number of individuals who had not taken a holiday in quite some time. The five-day trip to Wasa Lake was a smashing success. The abundant fun, means more planned trips for this summer, three groups actually.

Other initiatives undertaken by this department, although smaller in scale but never the less equally impactful, were the "Christmas Cookie Exchange", "Art Mentorship" and a number of "In-services" for our clients, the most notable being a "Women's Rights Workshop".

Brad Fowler
Client Services Coordinator

Employment & Day Services:

The primary goal of this department was to raise the level of expectations placed upon front line staff. In order to sustain quality staff and quality service delivery, subtle enhancements were needed. The recent addition, of the Human Resources and Training Facilitator position has had a dramatic impact in this regard.

With an individual dedicated and committed to this function, we have been able to achieve remarkable

success. Our monthly staff training sessions have been completely revamped this past year. These sessions now referred to, as "Learning Circles". These sessions have proven to be extremely effective at communicating expectations. In addition, staff have been asked to assume a more proactive role in enhancing their overall effectiveness and competency.

It has been a traumatic but inspiring experience observing the transition as staff adapt and accept increased ownership over their own competency. We have incurred some turnover as a

result, but we believe we have an overall improved our level of staffing. The bar has been raised and we invite front-line staff to accept the challenge to do their best for those we serve.

Mr. McCallum and Mrs. Kerber have worked very effectively together and concerted efforts are ongoing to recruit new community partners. Effective

March 1, 2005 Mrs. Kerber assumed the role of managing our new Okotoks office. If you have any ideas or know of any contacts that might be interested in becoming involved with us, we would love to hear from you.

Gerry McCallum & Laurie Kerber
Manager Employment & Day Services

Community Living:

For the past several years this department has experienced the most significant fiscal growth. A 48% increase in budget reflects the growing trend of clients choosing to live outside of the family home. This rapid growth and demand has added great stress and demand to this position.

Mrs. Davis did a tremendous job covering Jennifer Mouser's second maternity leave of absence. Unfortunately, Jennifer will not be returning and we wish her all the best in becoming a full-time stay at home Mom. Terrie too has decided that a break is in order and has assumed the Office Administrator position with the new Okotoks office. So we welcome Mrs. Sherry Williams to this department.

Logistical and financial challenges forced us to convert our former staffed residence house to a live-in support home. By doing so we have been able to cut costs by \$28,000 per annum. These funds have been transferred to the Okotoks operation. While this was a difficult decision, the impacted clients have been supported through the changes and we are confident that we will sustain their overall quality of life.

Mrs. Williams faces many challenges taking over this position. She has displayed great enthusiasm and effort and we wish her much success. Please be patient as we put our creative minds together to address existing pressure points.

Terrie Davis & Sherry Williams
Community Living Manager

Human Resources & Training:

Mrs. Rieger has been very taxed this past year by the new Occupational

Health and Safety ACT and Legislation changes. Kim has played a key role in our recruitment and prescreening efforts. Our strong contingent of new recruits is a direct reflection upon her

diligent efforts. She has assumed the lead role in orienting new hires to their duties and responsibilities. Expectations have been clearly communicated.

Mrs. Rieger has worked very closely with Gerry and Laurie revamping and renewing our commitment to staff training and development. Kim has also been trying desperately to keep us apprised of all the Human Resource issues. The work place has become a very complex environment. Consultations with an Employment/Labour Lawyer have become more commonplace.

For 2004 the Society experienced 27% turnover. However, when you factor out casual employees the rate drops to 16%. When you consider employees and care providers who earn over \$25,000 per annum the turnover rate is a mere 6%. What this statistic says is that once personnel have secured more permanent type placements they tend to stay.

Kim Rieger
Human Resources & Training Facilitator

Volunteerism:

Ms. Wilkinson has met with good success recruiting individuals for our fundraising events. Kerri has completely upgraded our Volunteer Policy and Procedures to conform to Volunteer Canada Codes. A few client specific volunteers have been successfully recruited but securing long-term compatible matches has proven more

difficult than initially anticipated. In order to manage these resources Ms. Wilkinson created the foundation and basis for our new database. If you know of any individuals who might be interested in volunteering with the Society please refer them to Kerri.

Kerri Wilkinson
Volunteer Resources Manager

Technology & Website:

The creation of this position has been our greatest single achievement this past year. The creation of this dedicated position was no doubt the greatest risk taken, but it has provided the greatest, most significant rewards!

In one year, Mr. Hill has taken our website traffic from 8,000 hits per month to over 200,000 hits per month, a 2500% increase. We have been able to upgrade thirteen computer systems and associated software at tens of thousands of dollars savings. Mr. Hill researched and accessed valuable free public domain software. Internal communications have been established through a comprehensive and highly

secure intranet network. Up to date and comprehensive security measures along with monthly maintenance protocols have prevented any security breaches or challenges with growing viruses concerns.

Technology has impacted every facet of our operations. One of the most impactful achievements has been the monthly "Client Computer Tutorials" hosted by Mr. Hill and associates. It has been remarkable witnessing pure elation as clients gain confidence and competence in accessing email and browsing the Internet.

As a direct result of our state of the art website a collection of organizations from Vancouver Island have asked for

our guidance and direction. The basis for a mentorship or partnership may be in the offing.

Mr. Hill is a deeply devoted, compassionate and caring individual. Mr. Hill has volunteered inordinate hours of his time this past year. He has been directed to cut back on his volunteer efforts but I am afraid they continue to fall upon deaf ears. In recognition and acknowledgement of these efforts Mr. Hill has received several awards. Most notable of which is James will be profiled on CFCN as a "Volunteer in Profile" sometime this year.

James Hill
Technology & Website Coordinator

Operational Finances:

In spite of all the financial pressures you can see that once again we had a reasonably successful operating year. The figures presented are unaudited.

REVENUES:

Operating – PDD	\$1,333,451
Nortel Networks	\$12,856
Sales of Goods & Services	\$48,112
Fundraising & Donations	\$66,821
Interest Income	\$1,524
Summer Students (SEED)	\$7,418
Individualized Funding	\$212,169
Other	\$1,126
Grants	\$26,269

Total Revenues: \$1,709,746

EXPENDITURES:

Live-In Supports	\$97,311
Direct Client Salary/Benefits	\$644,464
Psychologist	\$14,717
Support Home/Respite Costs	\$311,628
Individualized Programs	\$204,750
Total Direct Client Costs:	\$1,272,870

Supervisory Staff Costs:	\$113,118
Client Wages	\$31,932
Recreation, travel, etc.	\$35,807
Total Service Delivery:	\$180,857

Administration Staff Costs	\$118,648
Office Expenses	\$94,699
Facility Costs	\$37,453
Total Administration:	\$250,800

Total Expenditures: \$1,704,527

Net Operating Surplus: \$5,219*

- **Audit fees not included.**

The following table provides a comparison of the Foothills AIM Society’s cost per person per month, as compared to each of the six Regional averages:

	Avg. Monthly Cost Per Person	Avg. Monthly Cost Per Person	FAIMS % Versus the Region	FAIMS % Versus the Region
Region:	2004	2003	2004	2003
Northwest Region	\$4,039	\$3,751	54.25%	55.96%
Northeast Region	\$3,869	\$3,730	56.63%	56.27%
Edmonton Region	\$4,501	\$4,228	48.68%	49.65%
Central Region	\$5,660	\$5,471	38.71%	38.37%
Calgary Region	\$4,164	\$4,027	52.62%	52.12%
South Region	\$4,054	\$3,821	54.05%	54.93%
Foothills AIM Society	\$2,191	\$2,099		

Summary:

We cannot adequately convey to each of you just how much we have taken on this past year, but we feel compelled to make the best of the opportunities that keep coming our way. We truly believe that we are setting the foundation for an unbelievable future for AIM.

Many of you may be asking yourself why the Society is getting involved in so many things. The Society seems to be growing too much, too quickly. In

short, we believe we are preparing ourselves to deal with the future, to ensure that the Foothills AIM Society is here for your sons and daughters well into the future. All the effort, all the planning, is for one reason only! To ensure that we continue to have a positive impact upon the lives of those we serve. We believe and hope that you agree, that we have created something very special here!

*Vincent Kimura
& Luther Dougherty*

Directors and Officers:

- President – Mr. Luther Dougherty
- Vice-President – Mrs. Joanne Jorde
- Treasurer – Mrs. Johanna Balderson
- Secretary – Ms. Vatonnia Taylor

- Director – Mrs. Myrna Scovoranski
- Director – Mrs. Linda Stock
- Director – Mr. Eric Ward
- Director – Mr. Chad Lambourn