
2024-2025

Annual Report



Camrose Association
for Community Living



About Us

Established in 1962, the Camrose Association for Community Living (CAFCL) operates as a registered non-profit charitable organization.

With a community-focused approach, we are committed to enhancing skill development, well-being, and resilience among children, adults, and families facing barriers, developmental disabilities, and acquired brain injuries.

Our Vision is that each person is an accepted and participating community member.

Serving approximately 600 adults, children, and families in Camrose and East Central Alberta, we are supported by a team of 117 dedicated staff members.





Camrose Association
for Community Living

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About our Signature Photo

Diversity- creates strength and beauty

The sentiment behind this year's photo is that of Diversity and how diverse communities helps to foster vibrancy, innovation, understanding and inclusivity. Diversity brings people together with a wide range of experiences and perspectives. In doing so it creates understanding and empathy. Inclusive societies recognize and celebrate the inherent worth and dignity of every individual, regardless of their race, ethnicity, gender, sexual orientation, religion, or socioeconomic status. Our aim is to foster a deeper appreciation for the richness found within diverse communities, promoting open-mindedness and understanding.

Featured in this year's photo is a group that represent the beauty of differences at CAFCL.

Thank you to Carla Lehman Photography for these amazing photos.



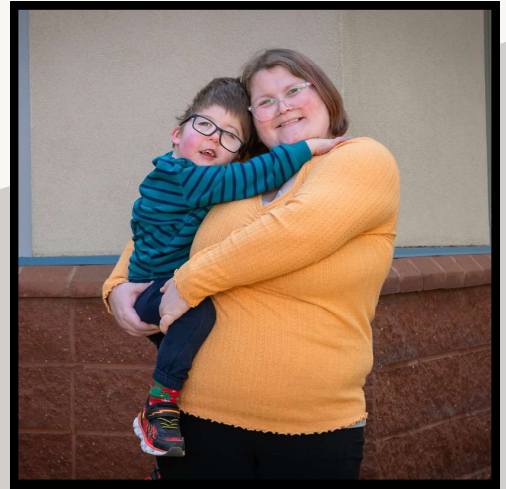
Oluwabukola Joy Adekunle, was born and raised in Nigeria, West Africa. She is passionate about reading, spending time with her son, and enjoys inspirational books and music.

Joy shares "One of my greatest blessings in Camrose has been working with CAFCL, which perfectly aligns with my dedication to serving the vulnerable population. I am deeply committed to making a positive impact in our community through this meaningful work".



Caitlyn Ledger and Henry Baird entered our Healthy Families program in October 2023 seeking support and guidance. From the moment they joined us, Caitlyn's positive spirit and willingness to connect with community resources have shone brightly. Despite facing challenges, including an Acquired Brain Injury at a young age, Caitlyn has demonstrated remarkable strength and determination in her journey as a parent. Her commitment to Henry's well-being and education is truly commendable.

Caitlyn says *"I would like the Family Support program at CAFCL to continue to grow and help more families like mine. They have helped connect me to community resources to support me to be a more independent mom"*

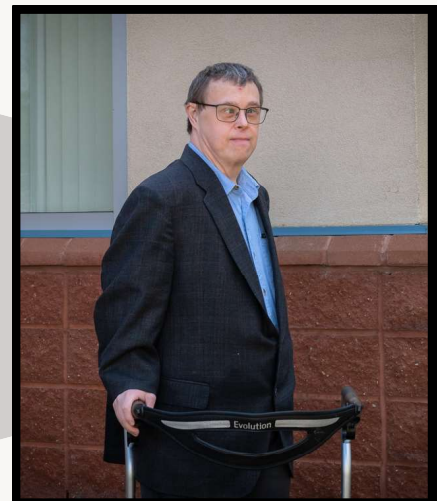


Kristine Tarifa was born and raised in the Philippines. As a busy working mom of three toddlers, she enjoys listening to music especially to worship songs that provide some peace and relaxation. Kristine moved to Canada at the age of 22 as Temporary Foreign Worker. She currently holds a practitioner position at CAFCL.

Kristine shares *"I fell in love with the peaceful, quiet and friendly neighborhood of Camrose so I chose to stay here even after getting my Permanent Residency and Citizenship."*

Kory Osbak was born on July 17, 1969 and diagnosed with Down Syndrome. He attended the Burgess School in 1975-1976 and also attended Daysland and Sedgewick School. He has two siblings, a sister and a brother. Corey is known for his incredible sense of humor. He has worked at the Flower Shop and Boston Pizza, where he earned employee of the year.

Kory said, *"I like everything with CAFCL, especially my staff! They helped me cook and shopped for me. I like the way the CAFCL staff take care of me!"*



"Diversity is a mix and inclusion is making the mix work."
~Andrés Japia

Meet the Board of Directors



Bart Orr
President

We extend our deepest gratitude to our dedicated board members, who generously volunteer their time, energy, and expertise to guide and support our mission. Collectively, they contributed hundreds of hours this year—offering strategic leadership, hands-on support, and steadfast commitment.



Jonathan Sims
1st Vice President



Lindsay Aicken
2nd Vice President



Shaunet Petiot
Treasurer



Robin Good
Secretary/CEO



Lucas Banack
Director

Thank you



Irene Green
Director



Ashley Davis
Director



Mardell Olson
Director



Chelsea Price
Director

Message From the CEO & Board President

Reflecting on a Year of Growth and Impact

We are incredibly proud of all we have achieved this past year. Our organization has experienced many meaningful accomplishments, several of which are highlighted in this report.

Diversity emerged as a central theme throughout the year. By embracing diverse teams and perspectives, we recognized the unique strengths and contributions that each individual brings. These insights were echoed in our Staff Satisfaction Survey, conducted in February 2024. Following the survey, supervisors gathered for a day of connection and collaborative action planning based on the feedback received. We are pleased to share that we achieved an impressive overall satisfaction rating of 4.66 out of 5 (93%)—a testament to the strength of our workplace culture. Key areas of employee satisfaction included workplace flexibility, strong interpersonal relationships, and a deep sense of purpose and alignment with our Vision and Mission. It is clear that meaningful work continues to be a powerful motivator for our team, and we are deeply grateful for the passion and commitment our employees bring.

We continue to face ongoing challenges, including insufficient wages and benefits, constrained operational funding, and high staff turnover. These remain key areas of focus. However, we are pleased to report a 5% reduction in staff turnover in 2024, thanks to dedicated retention efforts. Advocacy and engagement with government partners continue, as we work collaboratively toward sustainable solutions.

While the uncertainties associated with inflation, funding constraints, and broader political changes present challenges, our strong fiscal stewardship and enduring community support remain guiding pillars. Our Board of Directors and Leadership are committed to minimizing any impact on those we serve, and we remain hopeful and energized for the year ahead.

We look forward to reconnecting with our supporters at our upcoming annual events and strengthening the partnerships that help sustain high-quality services across Camrose and the broader central region.

To our loyal donors, funders, and advocates—**thank you**. Your support and trust have been essential to our impact, and we are truly grateful.



Robin Good
CEO



Bart Orr
Board President

Treasurer's Report

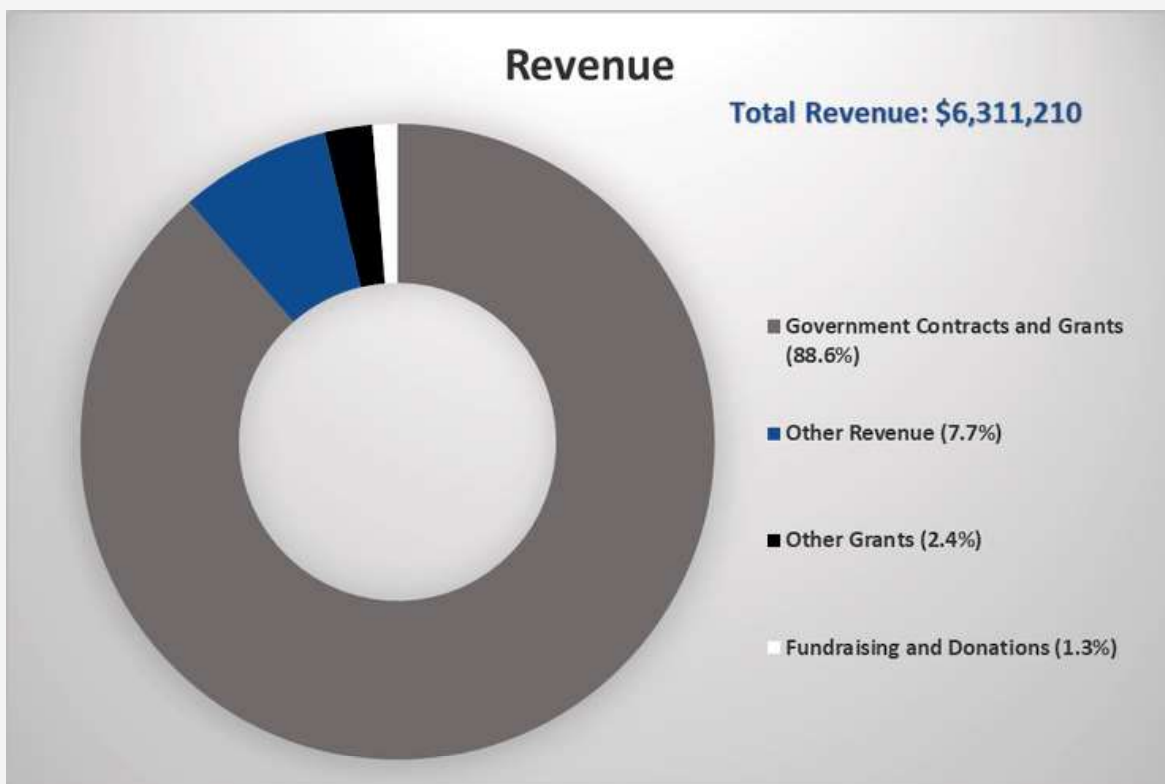
April 1, 2024- March 31, 2025



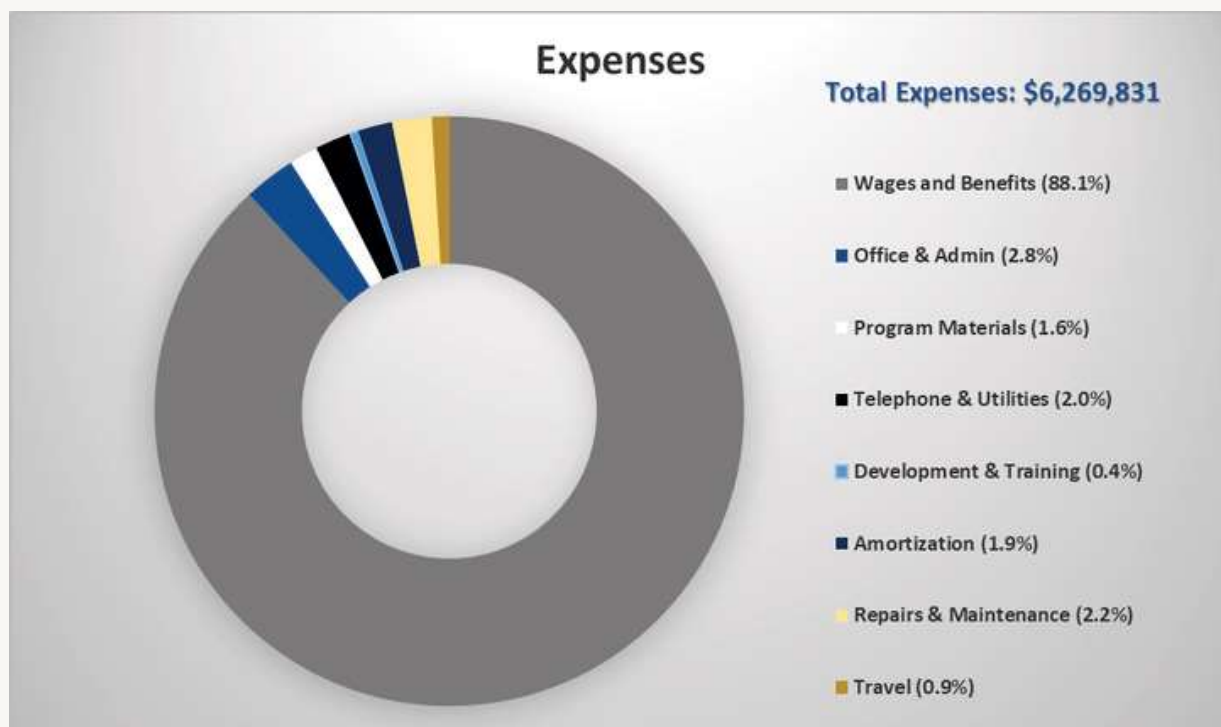
The Board of Directors appointed Metrix Group LLP to complete the audit of CAFCL's financial statements for the year ended March 31, 2025, who issued an unqualified audit opinion.

The complete audited statements are posted on our website at www.cafcl.ca or a printed copy can be requested at any time through CAFCL management.

The following graphs summarize the Statement of Operations for this past fiscal year.



For the fiscal year ended March 31, 2025, our revenues remained consistent with the previous year.



Operating expenses decreased by 3%, reflecting a deliberate effort to reduce spending in select areas in response to inflationary pressures that had contributed to a deficit in the prior year.

Through our Charity Auction, we raised \$92,349 (compared to \$118,741 in 2024), with \$50,305 recognized as revenue during this fiscal year.

Overall, CAFCL achieved a net operating surplus of \$41,379. In addition, we benefited from a \$121,157 increase in the fair market value of our investments. As a result, our audited financial statements report an overall excess of revenue over expenses totaling \$162,536.

Capital investment during the year totaled \$185,945. This included the replacement of seven rooftop HVAC units, the main computer server, new internet system and the addition of an accessible bicycle—important upgrades that support our infrastructure and program delivery.

Government contract funding remained stable, with no increases to existing agreements. As such, we continue to exercise fiscal prudence and remain debt-free.

We are deeply grateful for the generous support of our community donors and grant funders, whose contributions are essential to sustaining and advancing the important work we do.

Shaunet Petiot, CPA

Treasurer

Highlights

A Breath of Fresh Air -Thanks to CFEP Funding!



Thanks to the generous support of the Alberta Government's Community Facility Enhancement Project program, CAFCL now has 7 brand-new rooftop heating and cooling units replacing our aging systems—which were pushing 25 years old. Just as they began to fail, this timely grant came to the rescue!

With the total project cost of \$163,170, this was no small undertaking. We're incredibly grateful to the Government of Alberta for covering half of the cost, and to Nordic Mechanical for their outstanding service and flexibility throughout the process. This upgrade has made a significant impact—ensuring a safe, comfortable environment for our staff, those we support and everyone who comes through our doors.



Stuff the Truck -A Community United for Families!



CAFCL, in partnership with Camrose Chrysler and Superstore Camrose, hosted a fantastic Diaper Drive that truly showcased the power of community spirit. Throughout the week, we gathered over 143 boxes of diapers while also shining a light on the vital work of our Healthy Families program. Staff had a great time "stuffing the truck" (and trailer) full of diapers, which were then shared with other community organizations for distribution to families in need. We're deeply grateful for the generosity and support from everyone who helped make this event such a success!

Highlights...

More Kids, More Impact -Expanding summer fun in 2024!

This summer, we were thrilled to welcome over 60 children to our Kandu Camp (ages 7–15) and Leaders in Training (LIT) Camp (ages 14–23).

Thanks to the generous support of the Canada Summer Jobs Program and the Every Kid Can Play grant, we were able to hire six talented summer support staff—allowing us to expand the number of children we could support and engage.



A new highlight this year was the introduction of a cooking program, made possible by a generous \$1,000 donation from a valued CAFCL supporter. Campers enjoyed learning about nutrition, preparing healthy meals with fresh vegetables from their own garden, and sharing their delicious creations with friends!

The feedback we received from families and campers was overwhelmingly positive. Summer Camp has become a much-anticipated highlight of the season for so many kids—and 2024 was truly one for the books!



Feature Story

Yup... I'm Essential

Employees are the heart of what we do.

They are difference makers and the connection to those we serve. As a result, consistency and continuity of staff is key to quality service outcomes. The longstanding concerns related to the workforce of Disability Services, in particular, remain at the forefront for CAFCL. Lack of career pathway training, inadequate wages, high turnover rates and lack of qualified applicants continue to plague the sector. Adding to these challenges is the “critical and urgent” lens through which the Persons with Developmental Disabilities (PDD) program has been funded since COVID.



During these challenging times, it is important to focus on the positive progress being made and build upon systems that have proven successful and impactful. One such initiative is Project Blueprint—a comprehensive Human Resources plan for the disability sector. It includes strategies to improve access to training, increase wages, and implement various other workforce supports.



In March 2024, we were encouraged to see the Minister of Seniors, Community and Social Services declare the third week in May as Community Disability Professionals Appreciation Week. This initiative aims to raise awareness about the important work of Community Disability Services (CDS) professionals and the positive impact they have on the lives of people with disabilities.

Following this, Mayor PJ Stasko declared the same appreciation week in Camrose—an important step toward recognizing the vital role support staff play.

Organizations celebrated with a variety of fun activities, including a campaign to “light it up in yellow” to raise awareness. The Professional Association of Central Executives (PACE) partnered to host a central region scavenger hunt. Teams collected fun photos, built community connections, and helped raise awareness throughout the region.

As a thank-you, CAFCL leadership hosted a “You are SOUPer” lunch, where we showed appreciation to staff and offered some fun springtime gifts. Celebrating the wonderful work of the disability sector was both rewarding and long overdue. Making this an annual celebration will help build momentum and ongoing recognition for the employees who work so hard to make a difference in the lives of people with disabilities.

Thank you for all that you do!

Corporate Champion

Nordic Mechanical Services Ltd.



Champion:

A winner; someone who supports a cause; someone who demonstrates marked excellence.

This definition perfectly describes this year's Corporate Champion – Nordic Mechanical. With a deep commitment to community support, Nordic is an ideal partner for CAFCL. Their dedication to our mission and the quality of their services has been an invaluable asset to our organization over the years.

Exceptional Customer Service. As a grassroots, family-owned company, Nordic exemplifies the importance of relationships and outstanding customer service. This was especially evident in their flexibility and accommodations during the period we awaited grant funding for our rooftop unit replacement. Their proactive maintenance has also ensured that our equipment achieves maximum longevity—another testament to their excellence.

Strong Community Focus. As a company that genuinely believes in giving back. Each year, a portion of our annual maintenance costs is donated back to our organization—an act of generosity that has made a significant and lasting impact. Over time, these contributions have added up, creating a true win-win partnership.

Genuine Belief in our Mission. It is clear that Nordic wholeheartedly supports our work. As a long-time sponsor of our annual Charity Auction fundraiser, Nordic not only contributes financially but also makes a point to attend the event, demonstrating their continued commitment to nonprofit initiatives. We are proud to be among the many community organizations they support—and they always bring a spirit of fun and engagement.

We extend our heartfelt thanks to Rene Cloutier for his personal dedication, and to the entire Nordic team for their trust in our organization. We consider Nordic not just a vendor, but a true partner—something rare and invaluable in their industry.

Thank you for your steadfast support and incredible community spirit!

Community Champion



The Bailey Theatre

The 2025 Community Champion Award goes to an employer who knows a thing or two about the spotlight, except they're usually the one helping others shine. This year we are going to flip the script and put the spotlight on the Bailey Theatre.

They say the "show must go on," but what about the behind-the-scenes effort that makes the show possible? We are celebrating those who work behind the curtain.

CAFCL and the Bailey Theatre first collaborated through the Jobs4Youth program in November 2023 when an individual was hired to help with changeover between events. Jobs4Youth was able to provide a full wage subsidy to cover expenses for six months. The partnership was a success as a young man gained valuable experience and an employer received quality service, but this arrangement was unable to continue after the completion of the subsidy due to budget limitations.

Luckily, about a year later, the Bailey Theatre was able to hire a different Jobs4Youth participant; once again accessing wage subsidy. This time the individual has remained on after the completion of the subsidy. Prior to this, the participant hadn't been employed for several years and was new to Camrose, which made him quite nervous about returning to work. Persistence won out over anxiety, allowing this individual to thrive at the Bailey Theatre. On-site support from CAFCL's program Job Coach, consistent follow-ups, and an understanding manager have also contributed to the success of this collaboration.

CAFCL would like to congratulate Elliot Harder on behalf of the Bailey Theatre for his willingness to give Jobs4Youth a second chance and the patience in training a new staff who was working through their fears of failure. The Bailey Theatre is an iconic venue and it remains so, thanks to your efforts!

Volunteer Champion



Rees James

"Rees exemplifies true community spirit"

This year's Volunteer Champion, Rees James, has a long and valued history with CAFCL. Before becoming Executive Director at the Boys and Girls Club, Rees worked at CAFCL for over 9 years, serving in a variety of key roles. His deep connection to our organization has remained strong ever since.

Since 2002, Rees has generously volunteered his time to support our Casino fundraisers—an essential part of our fundraising efforts. As General Manager, he has played a crucial role in nine of these events, ensuring their smooth and successful execution. His dedication, leadership, and reliability have made a lasting impact.

Rees's commitment extends far beyond Casinos. In 2024, he offered his expertise to help CAFCL manage the administration of an estate. Most recently, in 2025, when transportation was needed for a Charity Auction package, Rees didn't hesitate to adjust his schedule and volunteer to drive the group himself—on a Friday, no less!

What makes Rees's contributions even more meaningful is the personal sacrifice they represent. As a dedicated family man with a large family and many grandchildren, his time is precious. Yet, he continues to give generously—not only to CAFCL but to other organizations as well—exemplifying true community spirit.

Thank you, Rees, for your unwavering support and commitment. Your generosity means the world to us!

"Volunteers do not necessarily have the time, they just have the heart."

~ Elizabeth Andrew

Volunteer Champion

Kristy Smith



"Community and connection are the root of a happy, healthy society, and I have so loved being a part of CAFCL -an organization that embodies that to the core."

— Kristy Smith

The word **passion** comes to mind when we think of Kristy. As a dedicated teacher and school administrator, she brought a deep commitment to equity and inclusion to her role on our Board of Directors.

Kristy joined the board in 2014 and generously gave ten years of service. During this time, she contributed meaningfully to a variety of board subcommittees, including the Constraint Policy Review, Family Assessment Needs Surveys, Nominating Committee, and the CEO Transition Committee following the retirement of our previous CEO.

Kristy's strong leadership skills were evident throughout her tenure, particularly during the four years she served as Board President. In this role, she led with integrity, compassion, and vision—qualities that strengthened our organization in countless ways.

Throughout her time with CAFCL, Kristy was a reliable, hardworking volunteer who never hesitated to offer her time and support when it was needed most. Her commitment to our mission was unwavering, and she consistently championed inclusive practices both within our organization and in the broader community.

As an outstanding ambassador for CAFCL, Kristy advocated not only for the individuals we support but also for the dedicated staff who make our work possible.

Kristy, you have left a lasting impact on CAFCL. Thank you for your years of dedicated service and for helping us bring our vision to life.

Scholarships & Bursaries

'Human Services Scholarship'

The Human Services Scholarship is awarded to a student enrolled in the disabilities field or a related field of study.

We are honored to award the Human Services Scholarship to two recipients.



Della Williamson

Della is currently enrolled at the University of Alberta - Augustana and is pursuing a Bachelor of Science in Physical Education. Della is currently in her 3rd year of University and is passionate about giving back to others. Her goal is to lead a meaningful life, confident that she is making a positive difference in the lives of others and hopes to achieve this by becoming a physiotherapist. Best of luck Della, as you pursue this very important field of work!

Delaney Stemaschuk

Delany has completed an undergraduate degree in Kinesiology and Physical Education and is currently pursuing her Masters of Science in Occupational Therapy. Delaney hopes to help bridge the gaps in accessing healthcare in rural communities. She is committed to improving quality of life and promoting equity in healthcare. Best of luck to you in your studies Delaney!



Scholarships & Bursaries

'Gillespie Family Bursary'

The Gillespie Family Bursary is distributed by the family in memory of Don and Lois Gillespie. Together with CAFCL, the family awards this Bursary to a student in the disabilities field or a field of related study who is in financial need.



Rebekah Boller

Rebekah is this year's recipient of the Gillespie Family Bursary. Rebekah will be pursuing an education in Service Dog and Canine Management Studies at Medicine Hat College. She hopes to help those who have disabilities or medical needs have a greater degree of confidence, safety, emotional and mental support a Service Dog can help provide. Congratulations Rebekah, we hope you enjoy this amazing field of study!

'Norris Bowen Scholarship'

The Norris Bowen Scholarship is awarded to help an individual with a disability, or life challenge, to participate in further education of any type. This Scholarship was developed by Mrs. Muriel Rieger in memory of Franklin Norris and Jesse Bowen.

Sami Al-Khalili

Sami is pursuing his Bachelors in Music with electives in Poetry, Music Wellness and Music Education through the University of Alberta - Augustana. He is a 3rd year music student and is the first in his family to pursue music both professionally and academically. Sami has a deep and unwavering commitment to music and his childhood dreams are coming true as he pursues both music performance and music education. We wish Sami a wonderful academic year and thank him for his support to our SingAble program!



Serving the community

34

Families that have children with special health and developmental considerations were supported to navigate supports and services.

302

Grade 5 students learned about living with disabilities and healthy body image through 15 school presentations.

297+

NeuroOptimal neurofeedback sessions were conducted for 14 participants as an extension of our Family Services Programming. Seven of these participants completed all 33 sessions!

13

Adults in Residential Services were supported to access community supports, or transition supports due to changing medical needs or aging.

*118

Families received supports to develop greater resiliency and increase protective factors through Healthy Families.

66

Kids and youth had a fun memorable summer attending Kandu Summer Camp and Leaders in Training camps.

596

Referrals
were made to
community resources

62

Adults were supported through our Adult Services Programs including Residential, Outreach, Support Homes and MORE programs.

33

Families attended Community Kitchens where families learned valuable and healthy cooking skills.



Charity Auction Diamond Sponsors



Thank
you!



\$5000

Charity Auction Sponsors

Platinum \$2500

- Vision Credit Union
- Nordic Mechanical Services LTD
- PureChem Services
- New Country 98.1 & 840 CFCW (In kind)

Gold \$1000

- Align Builders
- Brown Social House
- Boden Sand & Gravel
- Burgar Funeral Home
- Camrose Dental Health Centre
- Camrose Booster
- Dr. MD Cloarec & Associates Primary Care Optometry
- Ember Resources Inc.
- Fielding & Company Lawyers LLP
- Fountain Tire Downtown
- Garnett, Radchenko MacKay LLP
- Mirror Lake Dental
- PTW Energy Services

Silver \$500

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- CEL Electric
- Doane Grant Thornton LLP
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- Meridian Manufacturing
- Pinecliff Energy
- Ross Benefit Group
- Terra Firma HDD
- Team Electrical
- Vitality Restoration & Aesthetics

Bronze \$250

- Schnell & Barrie 2011 Ltd

To Our Supporters



THANK YOU!

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 Valerie Sims
 Vinesation Olive Oils & Vinegar
 Wainwright Food Bank
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 Wild Rose Co-op
 William & Joyce Mattinson



Keller Walker Real Estate Team showing their Community spirit at our Annual Music themed Auction!

thanks for your support

**With great gratitude, we
accepted donations in
memory of:**

Pat Zukowski
Anita Reed
Joyce Bergquist



**We acknowledge and recognize the
following organizations for the grants
that supported our work this year:**

Battle River Community Foundation
Camrose County
Government of Canada Summer Job Grant
Canada Alberta Job Grant Program
Every Kid can play-Alberta Government
United Way of Central Alberta
Raymond James Canada Foundation
Government of Alberta Community Facility
Enhancement Program (CFEP)

**We are grateful to our partners
that helped make our Diaper Drive
a huge success!**



Canadian Tire Camrose
goes above and beyond
with diaper donations!



Moments to remember 2024 - 2025



Winners of the first Regional Scavenger Hunt for CDS professionals Appreciation Week. CAFCL was on the planning committee.

Board Members tried the "Brain Game" used to help teach Brain Development in Healthy Families.



Supervisors gather for a day of development, planning and teambuilding fun!



Our Services

Residential Program

Supports adults with developmental disabilities in supervised home environments to develop life skills and work towards life goals, focusing on daily living, community involvement, and resiliency.

Adult Outreach Program

Helps adults with developmental disabilities or Acquired Brain Injury live independently, with support staff assisting in daily life skills and community access. Services are individualized.

Support Home Contractors

Contracts private homes to provide unique living options for adults with developmental disabilities, such as room and board or independent living. The focus is on daily living, problem-solving, and community involvement, with tailored support.

Meaningful Options for Role Enhancement (MORE)

A daytime program offering recreational, social, and educational activities for adults with developmental disabilities not seeking employment. It also supports volunteerism and exploration of personal interests.

Rose Club

A member-driven club for adults with developmental disabilities to socialize, learn, and engage in quality activities, with its own elected executive.

Sexuality & Education

Provides individual consultations or group education on relationships, sexuality, and safety for individuals and families in the service.

Community Education

Offers training on topics like brain injury prevention, specific disabilities, and customized employment, often presented by individuals with lived experience.

SingAble

An inclusive choir in partnership with the U of A Augustana Music Program, open to singers of all abilities and experience levels, led by Dr. Ardelle Ries.



Our Services

Healthy Families:

Home Visitation

Supports families with children from newborn to age 6. Facilitators work in partnership with families to provide information and support for prenatal care and its role in a healthy pregnancy, while encouraging positive and responsive parenting through building on strengths, promoting child well-being and nurturing healthy development of children during the early years of life.

Community Action Program for Children (CAPC) & Canada Prenatal Nutrition Program (CPNP)

Promotes healthy development for young children (prenatal to age 6) facing challenges like poverty and teen pregnancy. Provides nutritional counseling, prenatal vitamins, and support for infant care and child development.

Parent-Child Assistance Program (PCAP)

An accredited program under the Alberta FASD Service Networks that provides intensive home visitation and support to women dealing with maternal substance use, aiming to prevent FASD. Mentors assist with at-risk pregnancy, housing, and community connections.

Family Support :

One on one services

Supports families by providing information, referrals, advocacy, and educational sessions to build resilience and skills. Services are tailored to each family's needs.

Kandu Summer Day Camp

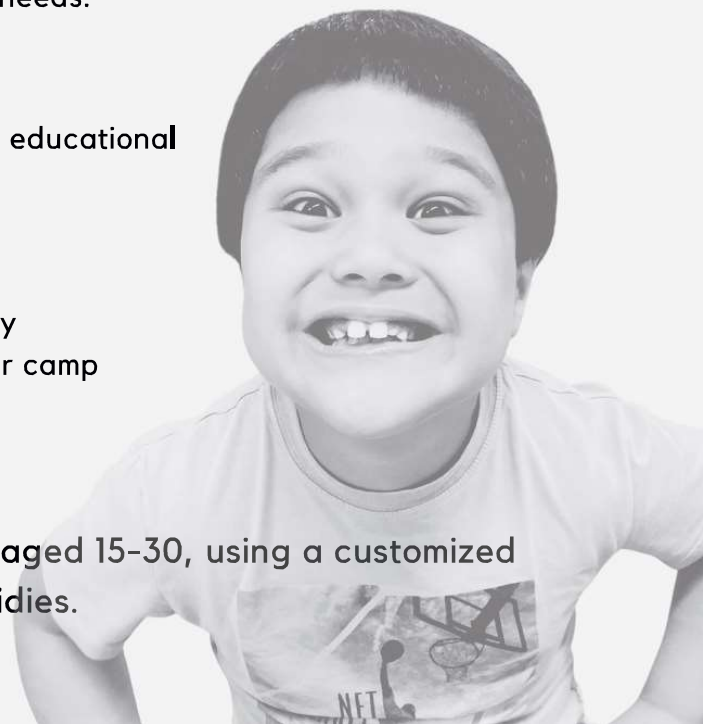
An inclusive camp for children aged 7-17, offering fun and educational experiences.

Leaders In Training (LIT)

For youth aged 14-25 to develop leadership and community involvement skills through activities and field trips. Summer camp and year long programming.

Jobs4Youth

Employment readiness and job coaching for youth aged 15-30, using a customized employment approach and offering employer subsidies.





THE CAMROSE ASSOCIATION FOR COMMUNITY LIVING

Burgess Building
4604 57 Street
Camrose, AB T4V 5E7

Contact CAFCL:
Phone: 780 672 0257
Fax: 780 672 7484



www.cafcl.ca



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