

Learnings.

The increasing numbers of people with dementia have been described as a "tsunami" by Dr. Brian Goldman, the host of CBC's White Coat, Black Art radio program and guest speaker at the Alzheimer Society of Calgary's Awareness Month Community Forum in January. The numbers are staggering. The prevalence of people with dementia is expected to more than double in the next 25 years.*

In the face of unprecedented demand for services, it is vital for us to remain continuous learners. We are committed to exploring best and emerging practices in dementia care and regularly evaluating our own organizational effectiveness to ensure we continue to meet the needs of those we serve. We strive for the very best in all aspects of our business from service delivery to human resources, volunteer engagement, fund development and new technology applications. As a reflection of this commitment to continuous learning, we have embraced the principles of a learning organization and have repositioned the Dementia Care Training Centre as Learning and Support Services.

Each day presents us with opportunity. We gain new knowledge through our experiences with Adult Day Support Program (Club 36) participants, enlightening interactions with care partners and knowledge sharing with a wide variety of community partners.

This year we had the privilege to formally engage in two exceptional projects with local partnerships that furthered our own knowledge in care practices. For The Mann Project, we collaborated with post-secondary institutions in Calgary to develop a proactive strategy in addressing shortages in dementia care industry expertise. The CARERS project connected us with a leading research initiative and local partners to deliver problem-solving interventions and teach improved caregiving strategies to dementia care partners. Going forward, we will apply the learnings from both of these projects to the benefit of Calgarians and people in the surrounding regions.

Our deepest gratitude goes to all of our stakeholders: donors, funders, partners, volunteers and staff. Your support enables us to learn, share our knowledge and provide exceptional, locally focussed programs.

To those we are honored to serve, thank you for giving us the opportunity to learn from you....you are phenomenal teachers.

Henry Assen, President, Board of Directors

Barbara Ferguson, Executive Director

*Rising Tide: The Impact of Dementia on Canadian Society. Alzheimer Society of Canada (2010).

Welcome Back

The Alzheimer Society of Calgary and its Board of Directors are pleased to welcome Barbara Ferguson back to the role of Executive Director. Barbara provided exceptional leadership and direction during her previous term as Executive Director from 2001-2009 and is thrilled to return after a brief time away. She will lead several new key initiatives as the Society embraces both a new direction as a learning organization and a vision that will help the organization meet increasing demands from the local community.

Henry Assen, President, Board of Directors Alzheimer Society of Calgary

Learning Organizations are:

"Organizations where people continually expand their capacity to create the results they truly desire, where new and expansive patterns of thinking are nurtured, where collective aspiration is set free, and where people are continually learning to see the whole together." *Peter Senge*

3 Building Blocks of a Learning Organization:

- 1. A supportive learning environment
- 2. Concrete learning processes and practices
- 3. Leadership behavior that provides reinforcement



Mission

The mission of the Alzheimer Society of Calgary is to alleviate the personal and social consequences of Alzheimer's disease and other related dementias and promote the search for a cause and cure.

Vision

We strive for a future that will see:

- the discovery of the cause and cure for Alzheimer's disease.
- the personal and social consequences of dementia significantly reduced.
- · enhanced quality of life for persons with dementia, their families and care partners.
- · access to quality dementia care from disease onset through end of life.
- increased respect, support and early intervention for persons with dementia and their care partners.

Guiding Principles

- Person-Centred we are committed to treating persons with dementia and their care partners with respect, dignity and compassion at all times.
- Outcome-Driven we are committed to emerging and best practices that deliver results that meet the needs of those we serve.
- Advocates for Choice we are committed to empowering the people we serve with the knowledge that will enable them to make informed choices.
- Barrier-Free Access we strive for accessible services that will meet the needs of the diverse communities we serve.
- Accountable and Responsible we are committed to efficient practices and to effective. sustainable stewardship of all assets entrusted to the Alzheimer Society of Calgary.
- Collaboration and Partnerships we are committed to working with others in order to leverage resources to meet the needs of the communities we serve.
- . Capacity Building we are committed to increasing our own capacity and the ability of the community to support persons living with dementia and their care partners.



"Club 36 is such a rich environment of planned and unplanned learnin opportunities for both staff and participants.

Club 36 participants Doug, Art and Harold take a moment to have a

casual conversation before lunch.

"I've learned about the importance of focusing on outcomes when it comes to family education – what changes do care partners and people living with dementia wish to see in their lives as a result?"

Kathryn Sweett, B.A., B.S.W., R.S.W., Support Service Coordinator, Alzheimer Society of Calgary

Quality Dementia Care

Based on our new direction as a learning organization, the Dementia Care Training Centre has evolved into a combined department known as Learning and Support Services. The amalgamation reflects a connection of services that directly relates to supporting and delivering excellence in care and learning services for people with dementia, their care partners, family members, friends and professionals.

Strengthening Tomorrow's Dementia **Care Work Force**

In an effort to address the current shortage of workers with expertise in dementia care, we have undertaken a key initiative and embarked on relationship building with local post-secondary institutions in Calgary (Bow Valley College, Columbia College, Mount Royal University and SAIT Polytechnic). This initiative was generously funded by the Mann Foundation and appropriately titled "The Mann Project" to recognize their support. The project goal is to provide students considering (or already engaged in) the health care profession with tools and strategies that will strengthen and supplement their knowledge. We also hope to provide them with enhanced practical skills focused on increasing quality person-centred care. This initiative has resulted in exciting opportunities to develop and explore learning experiences for students training in dementia care.

Our intention is to determine what learning and education currently exists and to explore opportunities for further development. Research has indicated that practicum experiences, in addition to classroom education, are invaluable for optimum development of students. We are currently evaluating our own practicum opportunities to ensure progressive experiential training continues to be available.

We believe that through our collaborative efforts there will be an increase in the level of understanding and knowledge of dementia and care strategies, inspiring students to practice in the dementia care field and helping ensure they enter the work force fully trained.

Innovative Care Partner Support

We were approached to collaborate on a new caregiving research initiative from the Reitman Centre, Mount Sinai hospital in Toronto, ON and conduct a pilot program in Calgary. Our local community partners included the Calgary Chinese Elderly Citizen's Association (CCECA) and Wing Kei Care Center. Our staff were trained to deliver the CARES (Coaching; Advocacy; Respite; Education; and Simulation) for Carers Program, an innovative, problem-solving approach to care partner support.

The Carers program delivers problem solving therapeutic intervention to family members caring for individuals with dementia while providing simultaneous social programs for those in their care – thus allowing care partners to benefit from supportive learning opportunities. Unique to this program is the incorporation of patient simulators for applied learning. Care providers benefit from staff actors (patient simulators) who present real-time care situations and demonstrate tools for responding.

The pilot program began on January 20, 2011 and continued through to March 23, 2011 with 5 care partners and 5 people living with dementia. Positive outcomes were achieved through the Reitman Centre CARES program and the Calgary results were consistent.

Based on the success of the pilot, we anticipate continuation of the program.

CARES Results in Calgary:

- Overall satisfaction rate reached 97.7%
- 100% of participants reported their coping and problem solving skills improved
- Care partners experienced statistically significant improvement in competence, adopted task-based stress coping styles, achieved an improved sense of mastery and reduced their feelings of burden.

New Horizons

In March 2012 our Adult Day Support Program (Club 36) at Intercare Southwood moved to Silvera for Seniors' Beaverdam Lodge in Lynnwood. This move provided us with an opportunity to pilot a unique model of day support program whereby Club 36 participants are able to benefit from interaction and joint programming with lodge residents.

Club 36 programs also continue to enhance the quality of life for participants at both Harvest Hills and Beaverdam locations through social, recreational and physical activities and outings. We are extremely grateful to the Kinsmen Club of the Stampede City for their generous donation. Their support has made it possible to offer unique experiences through Club. Participants have benefitted from exposure to cultural arts and music through JB Music Therapy and outings to Cornerstone Music Café and Lunchbox Theatre. They have explored their own creativity at Fire Escape Ceramics and Build-A-Bear workshops and taken in environmental exhibits and fed the fish at the Bow

Habitat station. These memorable experiences would not have been possible without support from the Kinsmen Club of the Stampede City.

Ahead

The Alzheimer Society of Calgary is an outcomesfocused learning organization that embraces new and
emerging practices and aims to explore opportunities
for partnerships. We remain committed to regular
evaluation of our programs to ensure continued
relevancy. Our team is currently reviewing and
evaluating the professional training component of
our work. In the next year a full stakeholder review
will take place including focus groups and surveys.
Through this evaluation we expect to identify new
opportunities for growth of our learning programs and
conduct a comprehensive evaluation of all Learning
and Support Services.

Building the capacity of care providers and the community to support the person with dementia through evidence-based best practices from disease onset to end of life.



What is Club 36?

An Adult Day
Support Program
providing
meaningful social
and recreational
activities for persons
living with dementia
and respite for their
care partners.

A brief glimpse at a Club 36 outing in Bowness Park. Two Club participants walk arm in arm with Marilyn Ward, program manager. Participants indulged in a barbeque picnic, games and a leisurely stroll along the river.

Awareness and Advocacy

Specialized education sessions were introduced by the Learning and Support Services team after opportunities were identified to increase public engagement, address frequently asked questions and provide a solid introduction to our programs and services. These sessions are an addition to our two signature programs <u>Understanding Dementia</u> and Boost Your Marvelous Brain.

A variety of topics are covered:

- · Basics of Dementia
- · Just Diagnosed with Dementia
- Understanding Powers of Attorney and Trusteeship
- The Importance of a Diagnosis and Understanding Mild Cognitive Impairment.

Initial sessions proved a decisive success and continue to be supported by high enrollment numbers.

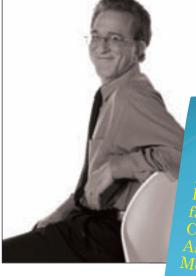
Reaching Out to Diverse Communities

Our region extends beyond our municipal borders to Strathmore (East), Didsbury (North), Vulcan (South) and the British Columbia border (West). Enlisting the help of our volunteers enables us to deliver educational programs to culturally diverse audiences across a large geographical area. In 2012-13 we will focus on recruiting and training members of our community to help recreate the Speakers Bureau initiative, thus expanding our reach to a wider audience.

Over 200 people attended the Learning Series.

Community Information Forums provided open Q&A sessions for close to 400 members of the Calgary community.

Our learning specialists were invited to speak with over 720 professionals in the fields of recreation therapy, social work, licensed practical nursing and clinical staff through Alberta Health Services



A personal reflection on aging

In January 2012, we welcomed

Support for Research

Biomedical and psychosocial research continues to be supported through financial contributions and connections to stakeholders. Last year we were pleased to contribute \$180,500 to important research initiatives.

A total of \$150,000 was donated to the Alzheimer Society of Canada's national research program in support of industry-leading research.

Thanks to the generosity of the Strandlund family and their "Gord's Game" fundraising event, \$30,500 was directed to support Dr. Eric Smith's research at the University of Calgary. Dr. Smith is a neurologist leading research targeting early onset Alzheimer's disease and other dementias, and is also exploring the impact of Alzheimer's on care partners and their families.

We continue to be inspired by the work of those who share our vision of a world without Alzheimer's disease and related dementias.

Walking For Memory,
Walking From Memory:
One foot in front of the other

Each step a remembered moment Each step a small journey, all on its own Each step is just a step, just a step, just a step... (an Macmillan, poet

More than 2,400 people sought out public education in the past year, an indication of the growing need for learning opportunities.



Building Organizational Capacity

We are committed to continued enhancement of our operations to ensure effectiveness in delivering defined outcomes. This is achieved through human resource development, volunteer engagement, fund development, utilizing technology and strategic partnerships. We plan to increase support for operations, expand our reach to target audiences and enhance skills and expertise within the organization to ensure we have the capacity to meet demand.

During the current fiscal year there will be an emphasis on connecting with donors to learn more about who they are and why they give to the cause. This will assist us in streamlining communications, strengthening relationships and ensuring we reach out with the right messages at the right time. Our efforts will focus on applying what we learn, enhancing communication and improving donor recognition and donor-related information events.

1,060 calls were made to registered social workers at the Alzheimer Society of Calgary in the past year - the most common issues being carer support, disease information, access to home care and requests for referrals to community resources.

Inspiring Gifts

Moving forward, legacy gifts (such as bequests) will provide an area of increased emphasis, and will enable us to secure the long term viability of our programs and services to benefit the community for years to come. We also launched "Champions of Hope," an initiative to inspire members of the community to give monthly. These new fundraising initiatives, combined with continued stewardship efforts, will build community - and together we will continue to meet increasing demand for our programs and services.

Financial contributions from generous individuals, organizations and foundations are critical to our success. Thank you for your generous support!



Memory Walk & Run demonstrates support for a loved one A young participant at the Investors Group Thanksgiving

The Annual Investors **Group Thanksgiving** Memory Walk & Run raised 209% more funds last year than it did only five years ago.

A record number of people (nearly 1,300) participated in last year's Walk & Run event.

How you can help

The Alzheimer Society of Calgary is a registered nonprofit organization. Your contributions make a real difference for more than 12,000 people affected by dementia in Calgary and the surrounding areas.

Donate

There are many ways to give a gift to the Alzheimer Society of Calgary.

Make a one-time gift online, by phone or by mailing us a cheque.

Give double. Companies often have matching gift programs which could double the impact of your gift.

Become a monthly donor. Each monthly donor is a Champion of Hope. Even a small monthly contribution can have a significant impact.

Provide a memorable tribute. If there is a special person you would like to remember, recognize them by providing a memorial gift in their name. We'll correspond with the family so they know you've made a gift in honour of their loved one.

Leave a Legacy – Create a future of memories that outlives you. A legacy gift will help people affected by dementia for years to come. Speak to your financial advisor about leaving a bequest for the Alzheimer Society of Calgary.



Mike, a Club 36 participant, indulges in a little ice cream on an afternoon drive.

Volunteer

Giving your time to a meaningful cause is a win-win. You'll not only help people who need you, but you'll also feel good about doing it. Engaging volunteer opportunities are available for you.

Walk or Run

Take important steps for the cause. Join us at the Investors Group Thanksgiving Memory Walk & Run. Whether you walk, run, or pledge financial support for a participating athlete, your involvement means the world to people affected by dementia. Visit www.thanksgivingwalkrun.ca for details.

Sponsor

Sponsorship opportunities allow you to partner with us for mutual benefit. If your organization would like to become involved, please let us know.

Events

Take part in one of our events or host your own fundraiser on our behalf. Whether it's a golf game, car wash, casino night or festive gala, we appreciate all efforts to get creative, get involved and raise awareness for the cause!

Share the News

Help us spread the word to those who may need our help. We encourage you to be a voice for the cause and to share your story. Join our social communities on Facebook, Twitter, YouTube and LinkedIn. Tell your friends, family and colleagues about us.









To learn more about various options for giving, visit us online at

www.alzheimercalgary.com.

"An effort made for the happiness of others lifts us above ourselves."

Mrs. Lydia Maria Child



Volunteers

Peter Adams Frank Allen Janet Arnold Muriel Ashton Henry Assen Lucy Assen Cathy Attenhofer Sebastian Aviles Janice Bakal Eman Baroud Taylor Barrie Chris Bean Lindsay Bean Rebekah Benoit Rob Bisson Wade Bittle Gerard Black Lillian Bollman Shirley Bollman Brandee Bowman Cindy Browning Joanna Byers Joan Cadger Dayton Chen Mandy Chhina Ellen Chidley Janet Chriest Diane Collins Christine Cook Paula Cook Pattie Copithorne Fiona Couperwhite Lisa Cox Carol Dann Margaret Davis Dave Dearborn Susanne Desouza Matt

- 68 new volunteers
- Nearly 200 generous individuals volunteered their time last year
- Our volunteers generously gave nearly 2,500 hours of service for their community.

DiNardo Megan Duffy Tammy Dundas Paul Dwyer Kathleen Everest Meghan Ferguson Pat Findlay Paula Finley Jaime Fiolka Nasira Firdose Brooke Fitzsimonds Fe Florendo Clara Fluker Shelly Fraser Sean Gareau Dan Gaynor Roy Goddard Megan Godfrey Leilani Griffiths Kati Haataja Jeff Harvey Danielle Heck Helen Hunter Katherine Hunter Sarah Hunter William Hunter Kenny Husband Connie Hussey Jeanne Ivany Dana Jenkins Rodney Jenkins Ryan Jennings Marie Jongkind Anita Kang Tori Kamila Anita Kang Michelle Keeley Muriel Keeling Marsha Kerby Gerald Kozdial Richelle Kozdial Jessa-lyn Lagroix Daniel Lai Line Laird Ellen Langille Bill Lebedovich Andrew Lee James Lee Karen Leung Leon Lew Dahlia Libin Pat Lievers Justine Lissack Susan Little Lee Lunde Alvin MacFarlane Florence MacFarlane Al Madeley Mary Madeley Shelagh Mahaffey Cary Mamer Iyswarya Mani Bhaskar Claudia Mansell Loretta Marek Patsy Maron Nicole Marshall Leanne McIsaac Judy McIvor Deb McKerlie Kristofer Meza Elizarraras Leslie Molengraaf Oriel Morrison Michele Murphy Ron Murphy Stacey Nelson Madison Neumann Mike Neumann Thomas Neumann Lyna Nguyen Caprice Niebuhr Gerry Niebuhr Peter Nieuwenburg Michael Novinger Rowan Novinger David Nuth Typhnee Ogunyele Cheryl Parry Jason Peacock Karen Perry Sharon Phillips Daniel Price Gillian Price Robert Price Sarah Price Marion Rasmussen Merna Rasmussen Kara Rempel Irene Richards Tim Richardson Margarita Roche Peter Roche Craig Savage Hannah Schatz Sandra Schwanke Daryl Sedor Lesley Sedor George Seeger Kaitlin Segboer Lisa Shannahan Emma Shipley Jim Shipley Sherry Shipley Debbie Short John Shyluk Karen Silver Khathey Simmons Florence Smith Gord Smith Nicole Smith Elise Sommer John St George Brenda Stephenson Christy Stephenson Jessica Stewart Mike Stewart Garth Stotts Ashley Stroh Kathryn Sweett Natalie Sweett Heather Templeton Isabelle Templeton Barrie Thesen Doreen Thesen Leonard Thompson Ann Thorlacius George Toumishey Carol Tracey Jason Traynor Patricia Turner Jesse Villanueva Sharon Wagner Cheryl Waite Lois Wallace Allison Warman Emma Warman Sarah Warman Katie Wattie Patricia Weinmeyer Harry Willis Sydney Willis Linda Wilmot Allen Wong Allan Yellin Shuran Zhu Yanchun Zhu

Our volunteers make a memorable difference and touch countless lives. We are humbled by your contributions.

Our Hats Are Off — To You

"We make a living by what we get, but we make a life by what we give." - Winston Churchill

We are extremely grateful to each and every one of our donors. Your generosity makes it possible to provide meaningful programs and services for thousands of people affected by dementia in Calgary and surrounding areas.

Space limitations restrict the following acknowledgement to gifts totaling \$500 or more between April 1, 2011 and March 31, 2012.

783 (Calgary) Wing AFAC Sandy Albrecht Carolyn & Brian Andersen Apache Canada Ltd. Aqueduct Foundation -Rosebridge Fund Arbour Lake Retirement Residence ARC Resources Ltd. Ardco Construction Sharon Armstrong Artline Printing Henry & Janet Assen Associated Canadian Travellers - Calgary Club ATCO Gas Employee Community Service Fund Allan & Patricia Balderson Andrea M. Barker Ruth Barker Rick & Rita Bernard Lorna R. Binkley Bohlken Resource Consultants Ltd. Vern Bolinius Edward Boonstra Gerald & Maureen Borbridge Estate of Muriel Gertrude Boyle Carole & Bob Brawn The Brinkerhoff Family Charitable Foundation Eric Brown Marilynn J. Brown Ian & Darlene Bruce Cad Star Investments Ltd. The Calgary Foundation - Bill and Jean Toole Family Fund The Calgary Foundation - Brad and Tanya Zumwalt Family The Calgary Foundation - Jack Carter Family Fund The Calgary Foundation - James & Elsie Mathieson Trust Fund The Calgary Foundation - Milavsky Family Fund The Calgary Foundation - Ted & Enid Jansen Fund The Calgary Foundation - William & Constance Topley Fund Calgary Herald Calgary Kotobuki Society Joanne & Roger Carry Carstairs & District Community Chest Cenovus Employee Foundation Centre Street Church Brandi D. Chalack Charity Games Gord & Lois Chester Ellen & Bill Chidley Douglas & Joanne Clark Helen G. Clark Glenn & Wendy Clemens The Community Opportunity Foundation of Alberta Cremona & District Community Chest Crescent Lodge No 81 I.O.O.F. Diversity Technologies Corp. Dee A. Dueck Echo Properties Inc. The Ed Stelmach Community Foundation Account EnCana Cares Foundation Engineered Air-Resman Community Services Enterprise Holdings Foundation Fairborne Energy Ltd. Douglas R. Fenton Barbara & Bob Ferguson David Fillo First Alliance Church FirstEnergy Capital Corp. Fishing Pole Guiding Inc. Clara E. Fluker Fraternal Order Of Eagles Ladies Auxiliary 2098 Robert Fuenning Trent Gall David M. Galonski Lynda & Laurie Gauthier Ricardo & Betti-Anne Giammarino Peter F. Gibson Robert Gilchrist & Deborah Wheeler-Gilchrist Josephine & Hector Giroux Susan Gnam Golder Associates Ltd. Darcy Gonci & Shaunta Moncaster Jean L. Gorrie Hagg Family Trust Margret Hagon Ingrid J. Hall Daniel P. Hays William D. Henderson Doreen Hess Hillhurst Rebekah Lodge #116 Estate of Kenneth Archibald Hodgert Andrew Hogg John L. Holman Dan Hoy Edna R. Hunt Larry & Carolyn Hursh Investors Group Ryan Jennings Marie Jongkind David & Frederika Jubb Richard & Tobina Kane Kasco Construction (Alta) Ltd Gordon Kelso Marsha & Stewart Kerby The Kinsmen Club of the Stampede City Knox United Church Reina S. LaBossiere Gerrit Langejans James Lebo Ledcor Construction Ltd. Sigrid N. Lewicki Joel & Sally Lipkind Susan J. Little Alan C. Loos Robert G. & Lois A. Lord Wanda Louis Gerard & Hedy Luijkx Robert W. Macdonald Morag MacDougall Louis W. MacEachern Jamie Mackie Marty MacMillan Peter Maher Cary Mamer & Laurie LaRose Maunders McNeil Foundation Inc. Vic Mayson Charles McConnell Dean McElhinney Sylvia & Ron McIntosh John McKenzie Shirley E. McTaggart Estate of Stanley Miller Joanne Miller Brian & Pat Morrison R. B. Mowat Mr. & Mrs. James F. Burns Senior Family Fund at The Calgary Foundation Nexen Inc. Nickle Family Foundation Kathleen Noble Paul Ziff Energy Group Ltd. Darlene L. Pelletier Penn West Energy Trust Peters & Co. Limited

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Our heartfelt thanks are extended to our anonymous donors, too!



Largest number
of donations
made on record
3,098 new donors

- the highest number of new donors to date

Just a walk in the park. Two Club 36 participants, Cyril and John, spend quality time with staff members Ryrie and Surindee.

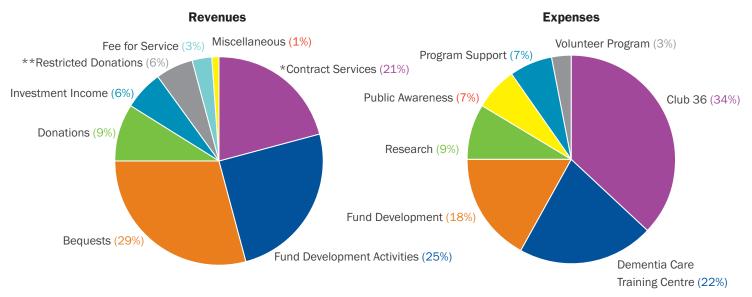
Finance Report

Fiscal 2012 was another highly successful year for the Alzheimer Society of Calgary directly attributable to the generosity of our donors and responsible utilization of funds.

The year ended with a \$559,249 operating surplus, primarily due to a very generous bequest made through a planned giving donor.

Surplus revenues are part of a carefully managed reserve fund intended to secure the long-term financial viability of the organization. Proceeds from this fund support growth and, if necessary, help us withstand any unanticipated disruptions in revenues.

We are extremely grateful to all of our stakeholders - donors, Alberta Health Services, the United Way of Calgary and area, partners, volunteers and staff. Your generosity enabled us to meet our operational priorities for the year and contribute \$180,500 toward research. Funds raised in Calgary and area support regional initiatives.



^{*}Contract with Alberta Health Services to deliver Adult Day Support Program (Club 36)

Statement of Operations

	2012	2011	% Change
Total Revenues*	\$ 2,491,419	\$ 1,771,917	40%
Total Expenses**	\$ 1,932,170	\$ 1,614,704	20%
Revenue over expenses	\$ 559,249	\$ 157,213	

^{*}Revenues were 40% higher than the previous year primarily due to the receipt of a significant bequest.

Audited Financial Statements are available online at www.alzheimercalgary.com or by calling 403.290.0110.

^{**}Restricted funds designated for the Dementia Care Training Centre and research

^{**}The 20% increase in expenses from the previous year is primarily the result of a significantly higher research contribution and greater program activity to meet service demands.



"Learning about dementia is the best thing we can do to help. We can then be a support from a position of knowledge, not assumptions. True person-centred care starts with each one of us learning all can about Alzheimer's disease and other dementias.

Val Carter Educator (and Former Alzheimer Society of Calgary Employee)
THE SUCCESS CENTRE

Staff

Norie Akita Program Facilitator, Club 36 Adult Day Support

Leasa Anderson Office Manager

Ryrie Davis Program Facilitator, Club 36 Adult Day Support

Linda Dowdeswell Administrative Assistant **Barbara Ferguson** Executive Director

Nasira Firdose Program Facilitator, Club 36 Adult Day Support

Padmaja Genesh Learning Specialist

Anthea Hibbert Interim Program Manager, Learning and Support Services

Richelle Kozdial Volunteer Resources Manager

Amy-Lynn Kemtrup Health Services Coordinator, Club 36 Adult Day Support

Colleen McGonical Program Facilitator, Club 36 Adult Day Support

Deb McKerlieAccounting ServicesTracy NeumannDirector of DevelopmentJill PetrovicCommunications ManagerSherry ShipleyDevelopment AssistantNickie SurveyerSupport Services CoordinatorKathryn SweettSupport Services Coordinator

Linda Szecsy Program Facilitator, Club 36 Adult Day Support **Tracey Tatlock** Program Coordinator, Club 36 Adult Day Support

Jacquelyn Taylor Development Associate

Denise (Dee) Wake Program Facilitator, Club 36 Adult Day Support **Marilyn Ward** Program Manager, Club 36 Adult Day Support

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$egin{aligned} T_{ ext{eaming }Up\ With}\ E_{ ext{ducational }E_{ ext{xperts}} \end{aligned}$

We receive frequent requests for customized training and on-site workshops. In order to meet increasing forces with four talented educators who demonstrated expertise in delivering of whom are former employees). These to our team and will work with us on a viscole page 1.

Nicole Brander Val Carter Jaime Fiolka Melanie Sawatzky

^{*}Retired

