Lakeland Fetal Alcohol Spectrum Disorder Society
2013-2016 Strategic Plan
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Statement of Accountability

This Strategic Plan outlines activity for a three year period commencing April 2013 and ending March 2016. It was prepared under the direction of the Lakeland FASD Society, with input from families, partners, staff, and funders. The elected Board of Directors under the approved by-laws and governance is therefore accountable to the General Membership of the Society, to the communities served and the funders.

The Lakeland Fetal Alcohol Spectrum Disorder Society Board of Directors stands by the contents of this document and is committed to achieving the outcomes as stated here in.

Lorne Kaban  
Chairperson
## Governance Structure

The Lakeland Fetal Alcohol Spectrum Disorder Society is a registered not for profit society with the province of Alberta and a recognized Charity in Canada.

The Board of Directors of the Lakeland Fetal Alcohol Spectrum Disorder Society acknowledges the need to adopt a governing style for the Society that recognizes the current evolving structure of the organization. The Board recognizes that the ultimate approach will be one of governance that focuses on strategic leadership more than administrative detail, clear distinction of Board and staff roles, future rather than past or present, and proactively rather than reactivity.

**SOCIETY BOARD of DIRECTORS:**

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
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<tbody>
<tr>
<td>Lorne Kaban</td>
<td>Chairperson</td>
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<tr>
<td>Coleen Manary</td>
<td>Vice-Chairperson</td>
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<tr>
<td>Anne Tucker</td>
<td>Treasurer</td>
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<tr>
<td>Lorraine Deschambeau</td>
<td>Director</td>
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<tr>
<td>Bob Wilson</td>
<td>Director</td>
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<tr>
<td>Paulette Dahlseide</td>
<td>Director</td>
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<td>Gwen Wheeler</td>
<td>Director</td>
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<tr>
<td>Rene LaFrance</td>
<td>Director</td>
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<tr>
<td>Audrey McFarlane</td>
<td>Executive Director</td>
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Alberta FASD Service Networks
**Vision/Mission**

**Vision**

We envision a region with no new FASD births and where currently affected individuals are well supported.

**Mission**

To establish and ensure that accurate information about FASD, and effective prevention, diagnosis and support services are available in the region.

**Principles**

Operating principles are the parameters through which the organization will achieve its vision and mission consistent with fundamental conviction, values and beliefs.

- Individuals with FASD, their parents, and families have choices that will be respected and honored as valued members of society and their rights and responsibilities are foremost in all decisions.
- Individuals with FASD, their parents, and families will be treated with respect and dignity.
- Service delivery priorities will reflect community needs.
- Service providers collaborating with the Lakeland FASD Society will be knowledgeable about FASD issues and prevention strategies; and will use and promote best practices.
- Our goal of quality service will be achieved through partnerships.
- Lakeland FASD Society will plan collectively with partners for community solutions to service needs with a commitment to transparency and accountability.
Organizational Chart
Our staff

Audrey McFarlane – Executive Director
Kim Kachmarski – Accounts Manager .8
Jodi Andexer- Receptionist
Lenny Horton – Admin Assistant/diagnostic support
Shelley Krook – HR Assistant .5
Michele Huszar – Project Manager .5

Donna Fries - Diagnostic Services Manager
Allison Jansen – Referral support .5 –
Ingrid Harvie – Metis Information/Referral Coordinator

Lisa Murphy – FASD Coordinator, family services /Team Lead/ Executive in training
Brenda Feland – FASD Coordinator, family services
Amanda Edge- FASD Coordinator/Transition Coordinator
Megan Tucker – Transition Worker/FASD Coordinator
Heather Zink – FASD Coordinator, adult services/ Team Lead
Yvonne Westcott- FASD Coordinator, Adult Services
Mark St. Germaine – FASD Coordinator, adult services
Cheryl Lowe – Employment Coordinator

Bev Towe – Mentor, Mothers to Be Mentorship Program – Bonnyville
Karly Shankowski– Mentor, Mothers to be Mentorship Program - St. Paul -
Darby Shapka– Mentor, Mothers to be Mentorship Program – Lac La Biche

2nd Floor
Helda Klassen – Kitchen Manager
Paula Dewan - Addiction counsellor
Jessie Iron/Jennifer Boulianne – Career Life Readiness Programmer
Darlene Fader – Case Coordinator
Melissa Haines–Full time nights
Sandy Brown – rotation
Petra Mahlamaki – Rotation
Samantha Screrey-Vanderhof – Rotation
Lisa Swan - Rotation
Nicole Parisian - casual
Aprildawn Janvier - casual
Nichol Kawa- casual
Tiffany Warren- casual
Gina Olofson – casual
Kim Turchyn – Casual
Yvette James – Casual
Carol Ann Caines – Casual
Della Thalheimer - Casual

Contractors:
Michelle Shears – Policies/Procedures development (part time, distance)
Coleen Burns – Rajani FASD Diagnostic/Assessment Coordinator/Trainer
Bernie Smith – Maintenance (as needed)
Our Resources

For youth and children:
Simon Says by Heather McFarlane
Polly Anna the Second by Heather McFarlane

For Young adults:
Rainey & Red by Heather McFarlane
Good Food Simply Made Cookbook by Heather McFarlane & Mark St.Germaine

For Families:
Calming the Storm by Joanne Ring

For Support Agencies and Caregivers:
Transition Planning
FASD a Quick Guide for Schools by Heather McFarlane & Audrey McFarlane
I’ve Just Hired Someone with FASD, Now What? By Donna Fries
Path to Support DVD
Changing Expectations: Supporting Adults with FASD by Donna Fries
Core Business

Diagnosis and Assessment for Children and Adults
- Coordination of mobile multi-disciplinary teams to provide accurate diagnosis and assessment.

Post Diagnostic Supports to Individuals and Families
- Post Diagnostic Outreach—individuals, families and support agencies can access outreach supports to assist with establishing effective strategies and programs.
- Transition Planning—assisting youth with FASD to build a plan to move to adulthood.
- Employment Coordination—matching stable adult clients with employment or volunteer work.

Prevention and Awareness Activities
- Developing and delivering awareness campaigns and information.
- Mothers to be Mentorship Program- Supporting women who are pregnant and having difficulties with alcohol/drugs to develop healthy lifestyles
- 2nd Floor Women’s Recovery Center: residential alcohol/drug treatment for women at risk of having a child with FASD.

Information & Referral
- Available and up to date information on FASD and related key issues are kept at the regional office for distribution or lending.

Education and Training
- Training presentations and workshops have been developed to meet the needs of any audience.

Resource Development
- Fill gaps in service with quality programs.
Strategic Priorities

Strategic priorities are those actions or goals that the society wishes to focus on during this time period. These are in no particular order.

- Supporting and valuing the partnerships developed to operate the Diagnostic Services.
- Supporting families/individuals to seek diagnostic services and support them to access and advocate for community services.
- Intensively supporting women who are pregnant or recently post delivery, and who have difficulties with substances to develop healthy lifestyles and have healthy babies.
- Operate in-house residential treatment services for pregnant, substance using women.
- Seek out and support research projects that provide further best practice information that will support our families or partners.
- Seek to develop a continuum of residential best practices for children, youth and adults in the service area.
- Identify service gaps for individuals with FASD and work to providing best practice solutions to meet the individual’s needs.
- Operating the Lakeland FASD summer camp for kids and build our own camp facility.
- Provide training on FASD to community and partners.
- Provide leadership to other rural communities in Canada in the development of services for individuals with FASD.

“It is not the strongest of the species that survive, nor the most intelligent, but the one most responsive to change.”
Charles Darwin
**Opportunities and Challenges**

It is an exciting time in the field of Fetal Alcohol Spectrum Disorder as communities, governments, and families become aware of the disability and related issues. It is also a challenging time as funding in Alberta is limited in serving individuals with FASD.

The Lakeland FASD Society is seen as a leader in the development of best practice service models for rural communities. The society is committed to sharing the knowledge that we have gained with others and will strive for more community participation and delivery of local services.

- Developing workable services that other rural communities across Canada can duplicate.
- Building the capacity of community to develop services to meet the needs of individuals with FASD and their families continues to be a challenge.
- To influence government policy directions and funding.
- To identify, develop, and measure the success of the LCFASD programs.
- Maintaining and appreciating the interests and commitment from our community partners.
- Managing human resources in a very low unemployment environment
- Managing the quick growth of the agency with limited resources and a continually rapid demand for services.

Building effective services for individuals with FASD takes all of the partners working together in order to avoid the secondary disabilities/events and costs to society, as well as to assist the individuals in becoming a productive citizen. This may be the true gift that FASD has brought us. Making us work together in ways that we have not in the past.

*Albert Einstein*: “*We cannot solve the problems with the thinking we used when we created them*”. 
Goals

Goal #1: Ensuring FASD diagnostic services are available to children and adults in the Lakeland service area.

Goal #2: To develop FASD awareness and prevention programs in the Lakeland service area.

Goal #3: To share information about FASD, the Lakeland Centre for FASD, and relevant issues with our partners is a priority.

Goal #4: To provide support services to children, adults with FASD and their families.

Goal #5: The LCFASD will demonstrate strong leadership and have a well-supported team.

“A pessimist sees the difficulty in every opportunity; an optimist sees the opportunity in every difficulty.”
Winston Churchill
Contact Information

Lakeland Centre for FASD
Central Office
Box 479
Cold Lake, AB  T9M 1P1

Phone:  1.780.594.9905
Toll Free:  1.877.594.5454
Fax:  1.780.594.9907

Website:  www.lcfasd.com