

2016-17

ANNUAL REPORT

Lakeland Centre for
F A S D
Fetal Alcohol Spectrum Disorder





Make Mine a Mocktail

Employment Services offers a Mocktail service in the Lakeland Area for holidays and special events, providing valuable work experience for its participants.

21 Mocktail Bars
2562 persons served

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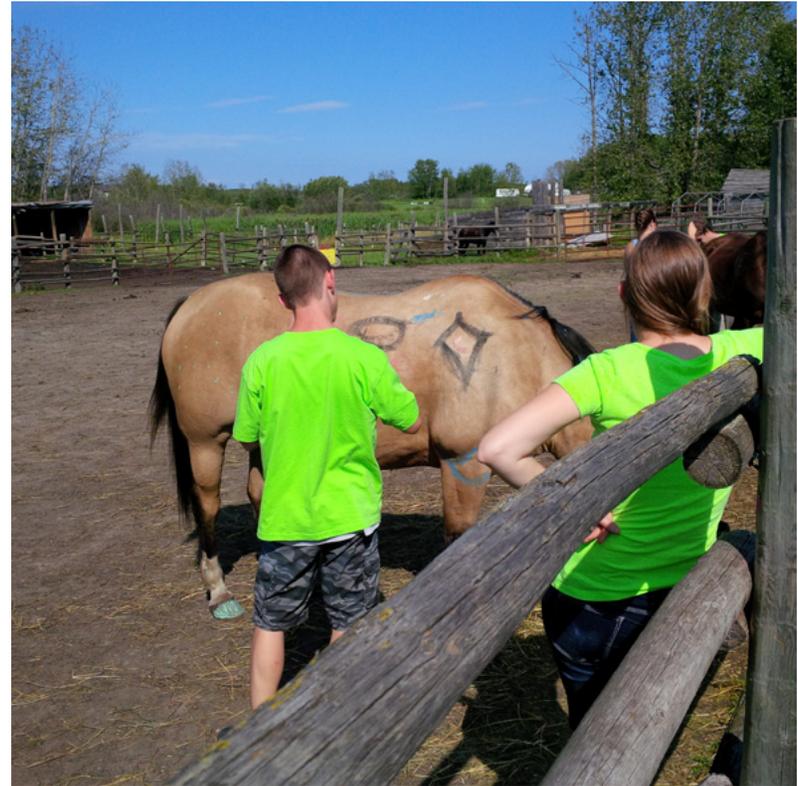
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GREETINGS FROM OUR CHAIR

This Annual Report is our opportunity to reflect on our accomplishments over the past year and to report on these to our stakeholders, donors and supporters.

Our community is large, including all of Northeast corner of Alberta known as Lakeland. Like the larger community, Lakeland Fetal Alcohol Spectrum Disorder (FASD) Society has been affected by the slow economy. Our government funding has been frozen for the past 3 years. In spite of this, Management has been able to maintain all services to a very high standard within the budget provided. The Lakeland FASD Society operates the Lakeland Centre for FASD and is noted for its innovation and excellence of service and leads in initiating programs and developing practice models for other FASD services across Canada.

Not all of our programs are funded by the government and it is only due to the generosity of the community that we are able to provide these very important services. The donations of money, time, equipment and “in kind” from people, companies, and all levels of government have enabled us to offer such programs as the Summer Camp. This generosity has allowed us to complete a dream to complete our very own camp facility in 2016 and to operate the our 11th year of camp in this new space.



The Lakeland Fetal Alcohol Spectrum Disorder Society Board of Directors would like to thank the Community and the Management and Staff for the Agency's accomplishments of this past year. We are grateful to be part of this Community and to have such dynamic and dedicated Management and Staff. We are proud to be able to provide high quality services to our clients and the Community.

Coleen Manary
Chair,
Lakeland FASD Society
Board of Directors

GREETINGS FROM MANAGEMENT

The 2016-2017 was an amazing year, one that has passed quickly with many accomplishments, project completions, and a few surprises!

We must start with the completion of the summer camp cabin at French Bay (Cold Lake). The project was scaled back due to the economy and with a small mortgage we were able to build a beautiful log cabin which was finished just in time to host summer camp for 30+ children, ages 7-18. Camp Leaders were very excited about a new facility with running water, proper cooking space with appliances, and lots of space to run around. We are so very grateful for the many, many people who participated in fundraising events over the past five years, businesses that made donations of products and services. Everyone is looking forward to the 2nd camp program, utilizing the facility for other LCFASD events and the opportunity for community partners to continually invest in the upkeep of the property through facility rental for their events.

It is difficult to top the camp project but our 50+ amazing employees and contractors are working hard everyday to make a difference in the lives of women, families, individuals, and our community service providers. We are tremendously proud of these people who work to improve the lives of those they work with. Our staff invests in professional development and training to build skills, keep on top of new information and stay creative in their approaches.

LCFASD trained more than 2500 people in the last year, within the region, about FASD, best practices, prevention efforts, our services, and current information about alcohol and pregnancy. We hosted our 2nd FASD Youth Conference, welcoming many families and youth in the Lakeland Region to connect and network. International FASD day was a huge success and staff participated in community events across the region. In 2017 we began to increase the number of staff able to provide FASD training which will result in more scheduled training events. This past year our caregiver support groups gained momentum with more caregivers learning about the complexities of FASD and how to support each other. These groups are offered in five communities in the Lakeland.

2016-2017 saw changes for the agency with some senior staff retiring or changing roles within the organization which as provided opportunities for others to take on new leadership roles which led to the hiring of several new employees to fill the vacancies. New employees always bring new ways of doing business, which we embrace. During this time, Executive Director, Audrey McFarlane, took on a part time role with the Canada FASD Research Network which has been proven to complimentary to her LCFASD duties. This move provided an opportunity for the Program Manager, Lisa Murphy, to assume a more hands on approach in the formal direction of the agency.



Lisa Murphy
Program Manager

Several programs are operating at capacity or near capacity which forces the agency to be creative in serving more people with the same resources. At this time, waitlists are minimal and we are looking to provide more group support to assist individuals and families as much as possible. Unless additional resources are made available, this will continue to be a challenge in the future.

This Annual Report details many of the activities and accomplishments for the LCFASD.



Audrey McFarlane
Executive Director



MISSION

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

VISION

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

OPERATING PRINCIPLES

- *Committed to maintaining the trust of partners and stakeholders by being accountable and transparent.*
- *Dedicated to creating an atmosphere in which all stakeholders, feel valued, respected and engaged in our efforts.*
- *Committed to treating individuals with FASD, their parents and families will be treated with respect and dignity.*
- *Promoting the use of FASD best practices and accurate information with community service providers.*
- *Dedicated to planning services based on identified needs, and by promoting best practices as they emerge in the field.*
- *Committed to achieving collective impact and quality service through collaboration with our community partners.*
- *Providing evidence based practice and when evidence is not available will work with researchers to develop this evidence.*
- *Providing leadership in the field of FASD by sharing our experiences, developing evidence based practices, and continually working to improve our services.*
- *Dedicated to our employees and their well-being.*



BOARD OF DIRECTORS

Coleen Manary, *Chair*
Bonnyville

Carmen Bull, *Secretary*
Cold Lake

Bernice Mechor, *Director*
Lac La Biche

Joanne Lussier-Ring, *Vice Chair*
Cherry Grove

Bob Wilson, *Director*
Cold Lake

Mahmaud Elkadri, *Director*
Cold Lake

Stephanie Oleskyn, *Treasurer*
Cold Lake

Lorne Kaban, *Director*
Bonnyville

Philip Lee, *Director*
St. Paul

Heartfelt thanks to the following Board Members who concluded their terms in 2016:
Gwen Wheeler, Diane Stonehocker, RenéLaFrance.

WHO WE ARE

The Lakeland Centre for FASD is centrally located in Cold Lake with satellite offices in Bonnyville, St. Paul and Lac La Biche, providing the Lakeland Service Area with numerous programs including: Diagnosis and Assessment; whole life Outreach Services for clients as well as their caregivers; Mothers to be Mentorship for women who need support before, during and after pregnancy; Employment Services to assist youth and adult clients to be contributing members of their community; Summer Camp; Women's Residential Recovery Centre; FASD Support Groups and community awareness events and education.

MANAGEMENT TEAM

Audrey McFarlane
Executive Director

Lisa Murphy
Program Manager

Donna Fries
Diagnostic Services

Paula Dewan
2nd Floor Residential Supervisor

Tabrina Stenz
Intervention Services

Candice Sutterfield
Mothers To Be Mentors

FRONTLINE TEAMS

3 Admin

2 Diagnostic Services

9 Intervention Services

8 Mentors

4 Camp

19 2nd Floor Recovery Centre

4 Contractors

COMMUNITIES SERVED

Bonnyville

Beaver Lake Cree Nation

Buffalo Lake Métis Settlement

Cold Lake

Cold Lake First Nations

Elizabeth Métis Settlement

Elk Point

Frog Lake First Nation

Fishing Lake Métis Settlement

Lac La Biche

Goodfish First Nation

Kikino Métis Settlement

Plamondon

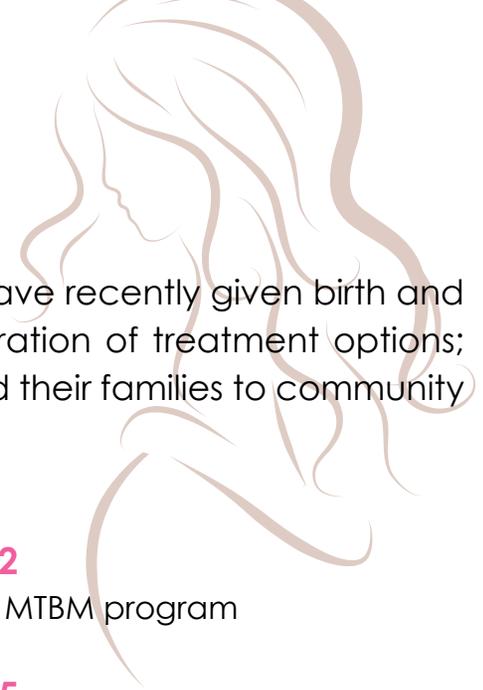
Heart Lake First Nation

St. Paul

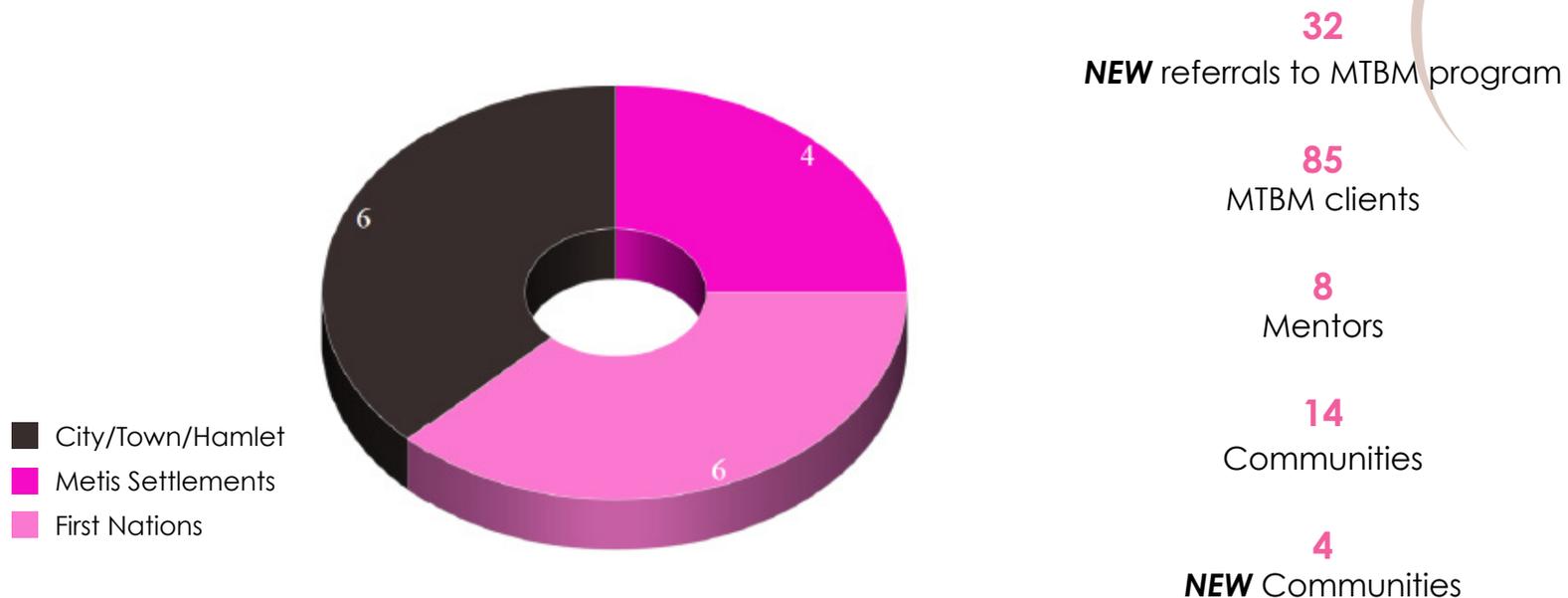
Kehewin Cree Nation

Saddle Lake Cree Nation

Mothers to Be Mentorship



Is a free, non-judgemental long-term support program for women who are pregnant or have recently given birth and used alcohol or drugs at anytime during their pregnancy. We can assist with the exploration of treatment options; providing support and advocacy; discussing birth control options; connecting women and their families to community supports and helping to identify goals and achieving success in these goals.



Prevention Services

empowering WOMEN

Empowering Women is a group that was created to empower women to help women be the driver of their own lives. Empowering Women sessions are run in communities throughout the Lakeland, each session is community driven and up to 3 hours in duration. Sessions focus on life-skills or topics that are of interest to the individual groups, including budgets, nutrition, self-care, healthy relationships, self-defence and moccasin making. These groups are a safe place for women to come together to talk and learn from one another.

121

Women at risk attended empowering WOMEN workshops & community KITCHENS

128%

increase in participation over last fiscal year

10

Host Communities

community KITCHEN

Community Kitchens is a monthly opportunity, offered across the Lakeland for women to come together, socialize and learn from each other while preparing and cooking a meal. The women share the meal while learning new take away skills Community Kitchens help women to stay on budget and feed their families healthy foods as well provide an opportunity to learn new recipes and share their own.

prevention CONVERSATION

The Prevention Conversation is a provincial awareness campaign with an ultimate aim to reduce the incidence of FASD through awareness of FASD and its implications on the behaviour of Albertans and to assist mothers to be in reducing the harm from alcohol use during pregnancy.

353

professionals
& **273** lay
persons
received

training at **51** events in

8 rural communities on 5 First Nations
and **4** Métis Settlements
at **4** Community Colleges
& **1** University

Informal Prevention Conversations @
40 Community Development Events

650 condoms given out

with a



intervention SERVICES

Coordinators focus on facilitating family and supports to meet diagnostic recommendations and connect with available community supports. Coordinators work with individuals and their families to help strengthen advocacy skills with a goal of providing coordinated services with continued support services as needed and based on presenting needs of the individual.

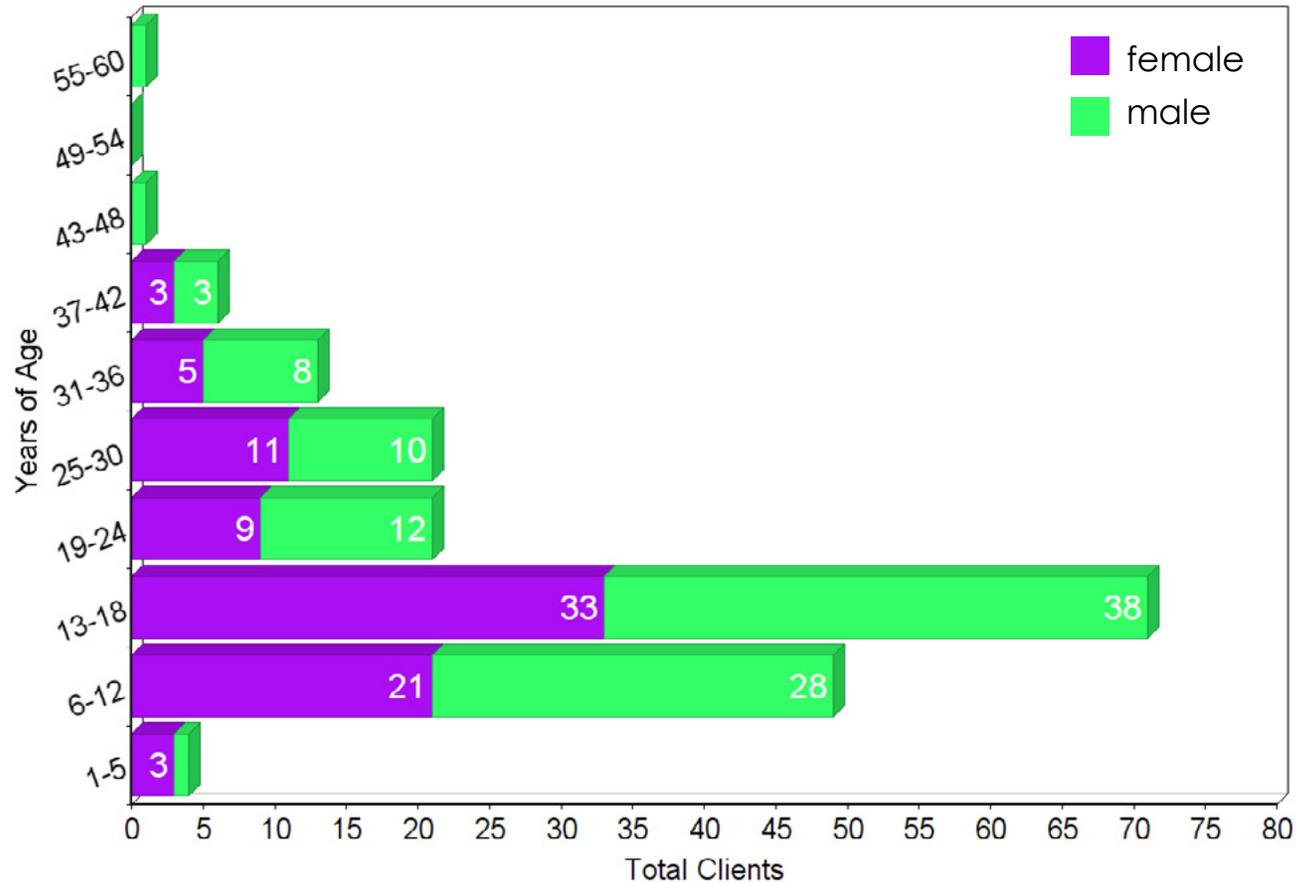
124
child/youth clients

63
adult clients

6
Coordinators

9
NEW Transition Plans

intervention services CLIENT AGE & GENDER DISTRIBUTION



Total Clients
187

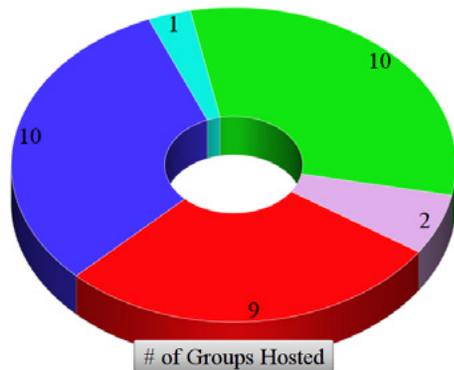
102
male

85
female

Intervention Services

support GROUPS

Caregiver Support Groups have been initiated to provide caregivers of persons affected by FASD with a welcoming environment in which to share stories, strategies & engage in meaningful conversation. The groups are well established in **3** communities and are in their infancy in **2** others. New groups may be established based on demand.



- Elizabeth Metis Settlement
- Bonnyville
- Fishing Lake Metis Settlement
- Buffalo Lake Metis Settlement
- Cold Lake

employment SERVICES

Employment Skill Building Groups are offered weekly in six week blocks our **4** primary office communities and include: resume building, social skills at work, managing conflict, building positive social environments and the importance of volunteering.

Our **73** participants are:

~volunteering with~

- Dollar Tree
- Bonnyville SPCA
- Bargain Boutique
- Friendship Centre
- Cold Lake & District FCSS
- Lakeland Humane Society

~employed in the areas of~

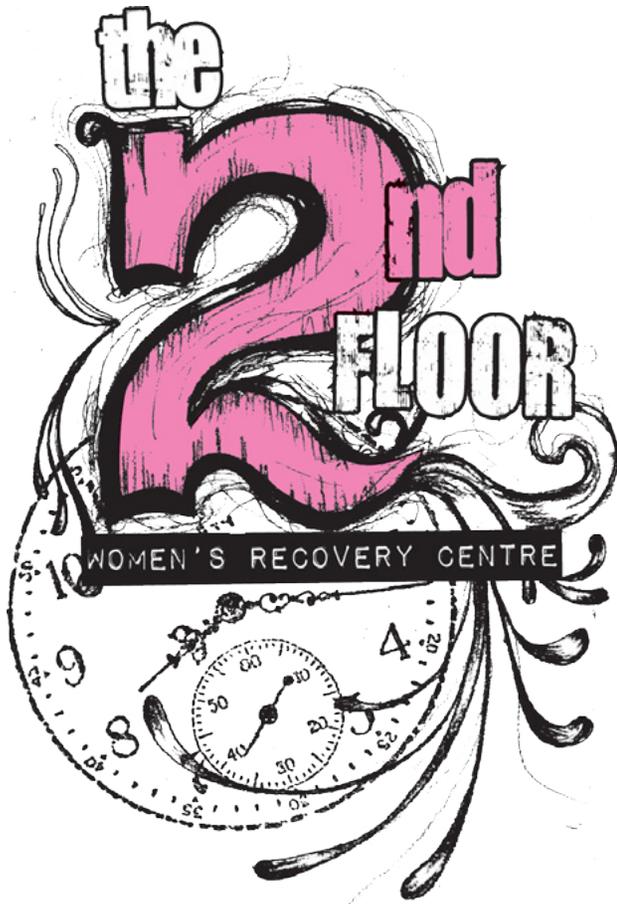
- Retail
- Skill Hill
- Child care
- Sports Club
- Homebased Business
- Restaurant/Take out Pizza

transition HOUSING

Spirit Arms is a bachelor suite centrally located in downtown Cold Lake in close proximity to our Central Office. The unit serves a multitude of purposes including: transitioning 2nd Floor clients out on their own; emergency housing for clients in need of short term housing; respite for clients/families, and accommodations for out of town staff on training.

The unit is located in a secure building, is very basic equipped with a bed, TV/DVD, no cable/internet, kitchenette (no stove) with no cost laundry available onsite.

Spirit Arms is not intended for long term stay, client may access the suite for no more than 3 months and must have a clear plan for moving forward.



MISSION STATEMENT

To help women break the cycle of addiction and to reduce the number of babies born prenatally exposed to alcohol and other drugs in Alberta.

- Referrals = **56**
- Attended = **38**
- AVG age = **27yrs**
- AVG stay = **30** days
- Longest stay = **412** days
- **69%** have children
- **28%** pregnant at intake
- **87%** stable housing on exit

Communities of Origin

- Edmonton **22%**
- Cold Lake **15%**
- LLB **8%**
- Red Deer **6%**
- St. Paul **6%**
- Calgary **4%**
- Other **31%**
AB Communities

Drug of Choice

- Using 2+ drugs **55%**
- Meth **55.5%**
157% increase
- Alcohol **41.6%**
- Marijuana **36%**
- Cocaine **36%**
- Crack **11%**
47.6% increase

New Drugs

- Prescription Drugs **8.3%**
- Fentanyl **2.7%**
- FASD Diagnosis (or suspected) **58%**
- Mental Health Diagnosis **75%**

Residential Services



So as I grasp the meaning of Life.
I am finally now free from all
the Trauma, Heart aches, Lonely
depressive, sad times. My
Past may have been very hard
and from one thing jumping to
another. I have learned so much
that I could not have learned or
do before. Being here really
made me see the difference
and aspects in life. It feels
good just to Expect it and
move. Well, I'm getting tired. zz

you can't wait for
Happiness. You gotta
make it for yourself.
Change, only you
know what you truly
want.
Now go and get
it.!!

Be Positive
all day

The Lakeland Centre for FASD coordinates multidisciplinary FASD Assessment & Diagnostic Clinics for children, complex youth and adults in the Lakeland area between St. Paul and Lac La Biche. The team members travel from their home offices in the Lakeland and Edmonton to a location near the home of the client in an effort to reduce barriers to diagnosis and demands placed on the client and their families during the Assessment process.

Children's Clinics take place twice monthly. Team members include: Clinic Coordinator, Pediatrician, Social Worker, Nurse, Neuropsychologist, Speech Language Pathologist, Occupational Therapist and FASD Coordinator, as well as Cultural Liaison and Mental Health Worker as required.

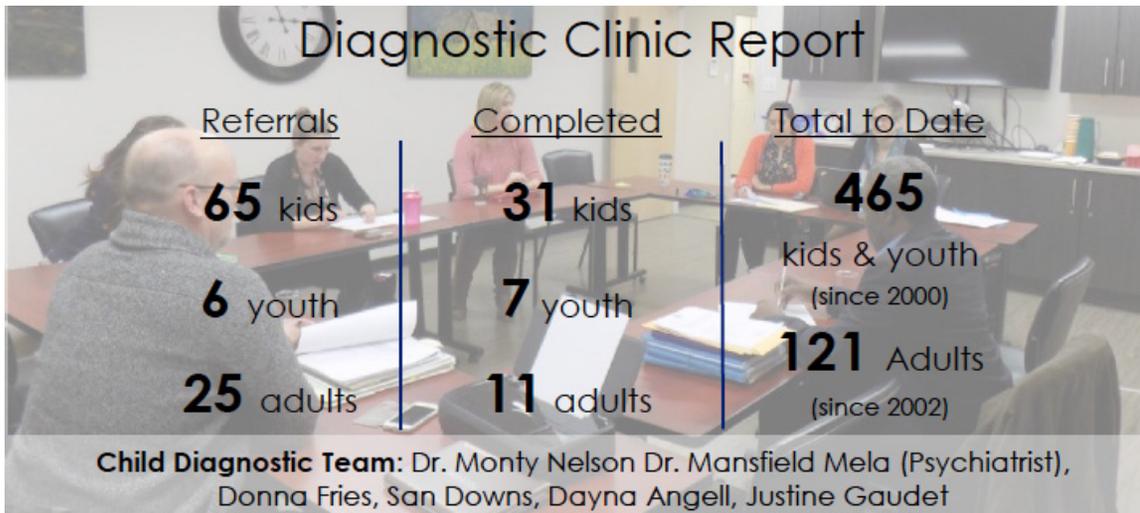
Adult Clinics take place once a month. Team members include: Clinic Coordinator, Psychiatrist, Neuropsychologist, addictions worker, PDD Representative, Therapist, Legal Representative and FASD Coordinator.

Complex Youth Clinics take place as necessary and the unique and individual teams are selected by the Clinic Coordinator to specifically meet the needs of the adolescent client.

MANY THANKS TO:

- Alberta Works
- AHS: Allied Health
- AHS: Public Health
- Alberta Solicitor General
- 2nd Floor Recovery Centre
- Todd & Drake Law Offices
- LCFASD-Employment Services
- AHS: Addictions & Mental Health
- Northeast Child and Family Services
- Northeast Persons with Developmental Disabilities

for their in-kind donations & support of our Assessment & Diagnostic Clinics.



Our clinics are possible due to the continued support of:

- Dr. Hasu Rajani, Pediatrician
- Dr. Brent Symes, Psychologist
- Dr. Leigh Wincott, Pediatrician
- Dr. Monty Nelson, Psychologist
- Dr. Garth Stewart, Psychologist
- Dr. Mansfield Mela, Psychiatrist

Diagnostic Services

The Rajani FASD Assessment & Diagnostic Clinic Training Services program provided Clinic Training in accordance with the **Canadian Diagnostic Guideline, Fetal Alcohol Spectrum Disorder (FASD): A guideline for diagnosis across the lifespan (2015)**.

11
training sessions
897
individuals trained

10

categories of attendees

- Clinic coordinators
- Network Coordinators
- Physicians (Pediatricians/GP's)
- Registered Psychologists
- Speech Language Pathologists
- Occupational Therapists
- Registered Nurses
- Government Employees
- Social Workers
- Intervention Worker/Mentors

DEVELOPING A COMMUNITY BASED FASD ASSESSMENT & DIAGNOSTIC CLINIC: A MODEL FOR SUCCESS

FEATURED CLINICS

A MODEL FOR SUCCESS

BUILDING STAGES

Surveying the Route

- Acknowledge need for FASD diagnostic services in the community
- Examine and identify service needs in the community
- Align and collaborate with community leaders
- Establish a common vision, principles and objectives of the clinic
- Explore funding sources

Building the Team

- Recruit team members, based on ability to apply their professional knowledge and skills
- Choose members with interpersonal characteristics and collaborative working skills to be effective team members
- Develop a common vision, principles and objectives of clinic as a team

Paving the Way

- Identify supports that will increase confidence in applying diagnostic services, including:
 - a. Financial support
 - b. Case study reviews, peer mentoring
 - c. Workshops, webinars, online educational curriculum, pre-need training sessions, e. Community events
- Develop policy and management systems that ensure the smooth running of the clinic (e.g. budgets, protocols, case management and administrative support)
- Recognize and value team development training, and the necessity of sustained training for current and new team members

Laying the Foundation

- Identify supports that will increase confidence in applying diagnostic services, including:
 - a. Financial support
 - b. Case study reviews, peer mentoring
 - c. Workshops, webinars, online educational curriculum, pre-need training sessions, e. Community events
- Develop policy and management systems that ensure the smooth running of the clinic (e.g. budgets, protocols, case management and administrative support)
- Recognize and value team development training, and the necessity of sustained training for current and new team members

Moving Forward

- Evaluate and regularly review clinic process, including the ability to respond to changing needs
- Plan, explore and organize resources for sustainable clinic funding
- Continue building strong partnerships between the clinic, local stakeholders, and research to identify and develop most appropriate services for the community

Directions for Success:

A community-based FASD diagnostic clinic can benefit communities by:

- Demonstrating local service-delivery knowledge by team members
- Identifying and enhancing community resources and supports for those dealing with FASD and their caregivers
- Meeting the complex needs of individuals with intervention recommendations
- Reducing stress and expenses in traveling long distances for clinic services
- Building local community capacity

Roadblocks and Challenges:

Obstacles, barriers that can occur when developing a community-based diagnostic clinic model:

- Insufficient community preparedness
- Lack of trained, core professional clinicians in the community
- Misunderstanding of team members' roles and responsibilities
- Lack of profession-specific peer mentoring, training and exposure
- Team attrition, absence of core members
- Inconsistent and/or limited input
- Missing or lack of organization or management support
- Inadequate or sporadic funding with the clinic

Acknowledgements:

NEAFAN:
Veronica Wakeham, Kelli Power

Labrador-Griffith Health:
Julia O'Brien

Orion Lake FASD Diagnostic Team:
Joanne Granville, Crystal Tobler

NEAFAN
North East Alberta Fetal Alcohol Network

Labrador-Griffith Health

FASD
Fetal Alcohol Spectrum Disorder

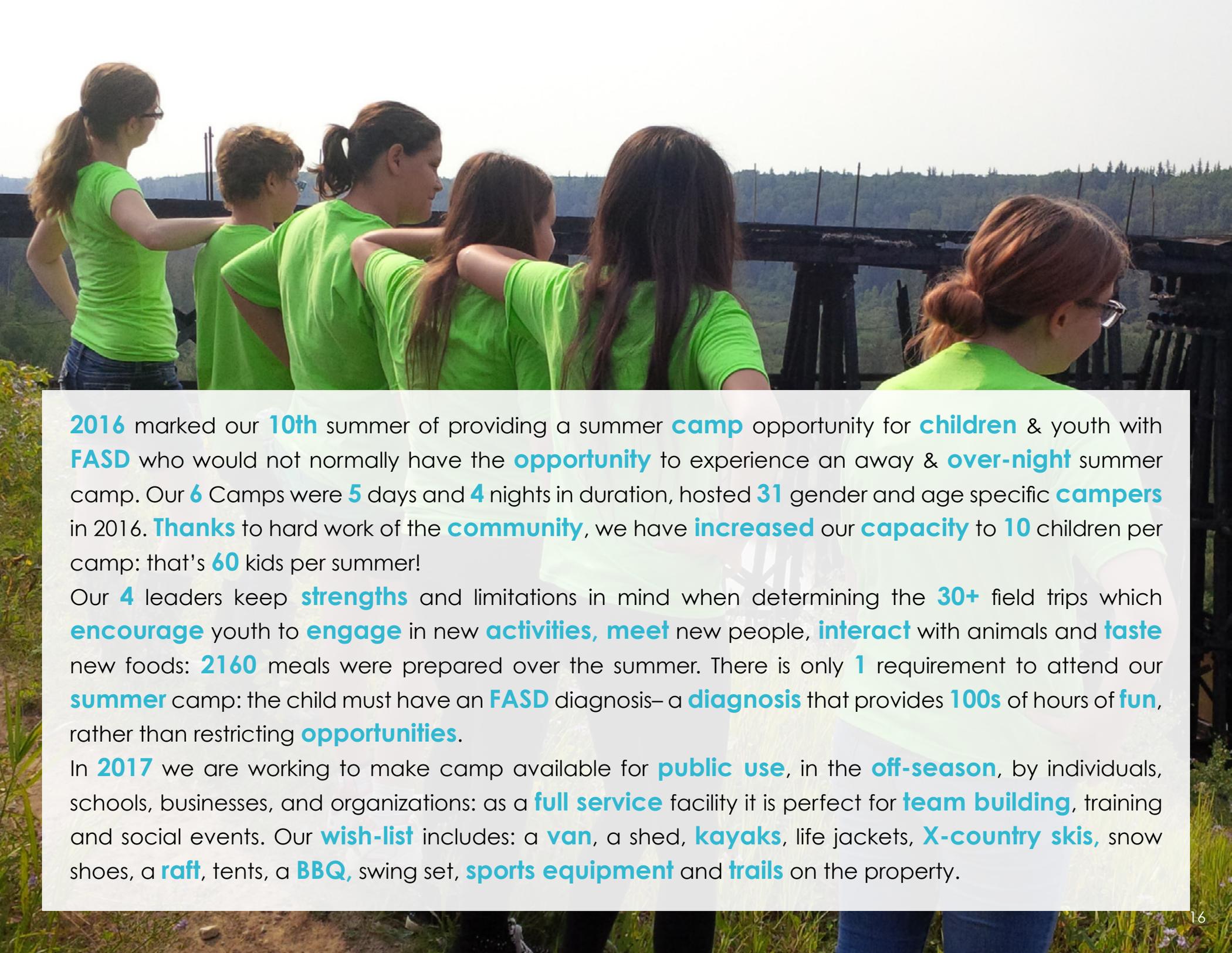
Presenters:
Audrey McFarlane, Executive Director, LICIASD
Colleen Burns, Clinic Training Services Co-ordinator, clintctraining@licisd.com

References:
McFarlane, A., and Burns, C. (2015). Fetal Alcohol Spectrum Disorder: Clinical practice guidelines for the health care provider. The Canadian Journal of Occupational Therapy, 82(1), 1-10. doi:10.1177/0008417414566666

Information poster presented at the **7th International Conference on Fetal Alcohol Spectrum Disorder Research: Results and Relevance**, Vancouver, BC,

by Audrey McFarlane and Colleen Burns, March 2017.

Clinic Training



2016 marked our **10th** summer of providing a summer **camp** opportunity for **children** & youth with **FASD** who would not normally have the **opportunity** to experience an away & **over-night** summer camp. Our **6** Camps were **5** days and **4** nights in duration, hosted **31** gender and age specific **campers** in 2016. **Thanks** to hard work of the **community**, we have **increased** our **capacity** to **10** children per camp: that's **60** kids per summer!

Our **4** leaders keep **strengths** and limitations in mind when determining the **30+** field trips which **encourage** youth to **engage** in new **activities**, **meet** new people, **interact** with animals and **taste** new foods: **2160** meals were prepared over the summer. There is only **1** requirement to attend our **summer** camp: the child must have an **FASD** diagnosis– a **diagnosis** that provides **100s** of hours of **fun**, rather than restricting **opportunities**.

In **2017** we are working to make camp available for **public use**, in the **off-season**, by individuals, schools, businesses, and organizations: as a **full service** facility it is perfect for **team building**, training and social events. Our **wish-list** includes: a **van**, a shed, **kayaks**, life jackets, **X-country skis**, snow shoes, a **raft**, tents, a **BBQ**, swing set, **sports equipment** and **trails** on the property.

Social Media

4795
Website Visits
67%
New Visits
129
New Facebook Likes
1095
Lifetime Facebook Likes

12 Months

FASD Info Training

5
Program Info Events
18
FASD 101/201
2
FASD & Justice
27
Prevention Presentations
1375
People reached
177 events

Public Awareness

61
Events
1119
People reached
21
Mocktail Events
2562
People Served
2
City bus ads
5395 people reached



Developing Connections: The Power of Communication

Conference to educate, engage, and empower professionals who work youth and families affected by FASD as well as engaging and connect youth and families.

Keynote Speaker: Jacqueline Pei, R.Psych., Ph.D. Associate Professor, Department of Educational Psychology, Assistant Clinical Professor, Department of Pediatrics, U of A

Special Guest Speakers:

Myles Himmelreich & Keira Knowlton, both adults with FASD.

Public Awareness

Professional Development is an essential part of building a career and providing excellence in service. The LCFASD takes pride in its Employees and makes every effort to ensure they are provided with position related development training each and every year. Professional Development & Training over the past year has afforded our employees the opportunity to attain higher levels of professional courses, essential front line courses, as well as attend special guest speakers and conferences.

In addition to provided training and development courses, Employees are encouraged during their annual Employee Performance Review to develop goals and means to achieve them including advanced education and personal interest courses with an ultimate goal of improving work performance, employee confidence, and personal and mental health. The LCFASD has a small budget to assist employees with achieving these personal goals and each Employee's requests are reviewed individually.

Special Guest Events

- Dr. Gabor Maté
- *Professionals Without Parachutes*
 - Jacqueline Pei
 - Tracy Mastrangelo
- *Reflections on Trauma and Healing*
 - Theo Fleury
- Wisdom and Opportunities for Women (WoW)
- Women of Influence Awards
 - Patricia Coulter

Conferences

- 7th International Conference on Fetal Alcohol Spectrum Disorder Research: Results and Relevance
- Alberta Learning Series Panel
 - Supportive Housing for Individuals with FASD
 - Transition Planning for Youth with FASD

Professional Development & Training

- ASIST
- Food Safe
- Leadership
- Class 4 Driver's License
- Child & Youth Counselling
- Finance/Accounting/Marketing
 - First Aid/Recertification
 - Mental Health First Aid
 - Stress Management
- Supervision (Levels 1-4)
 - Sexual Assault
 - Grief & Loss

Professional Development

Lakeland Centre for Fetal Alcohol Spectrum Disorder
Statement of Revenue, unaudited
Year ended March 31, 2017

Revenue

FASD Network	\$866,788
SCIF Grant	\$634,000
C.S. Ministry	\$4090,616
AB Employment & Immigration	\$320,492
Other Contracts	\$339,645
Other Income	\$297,059
Awareness & Training	\$287,375
PCAP	\$255,651
Community Development	\$86, 510
Residential Program Fees	\$53,720
Conference/Training	\$28,591
Camp Donations	\$18,370
Camp Fees	\$13,750
Donations/Fundraising	\$13,618
Interest Income	\$9275
TOTAL REVENUE	\$3,634,602

Financial Details

Lakeland Centre for Fetal Alcohol Spectrum Disorder
Statement of Revenue, unaudited
Year ended March 31, 2017

Expenditures

Wages & Benefits	\$2,229,510
Travel	\$223,731
Camp Building	\$288,731
Administrative Expenses	\$153,054
Physician Fees	\$144,446
Insurance	\$125,481
Special Projects	\$94,067
Program Costs	\$69,760
Rent	\$57,112
Building Expenses	\$40,522
Professional Development	\$36,641
Board Expenses	\$2459

TOTAL EXPENSES

\$3,465,676

NET Income

\$168,926

A
Anonymous

B
Blue Wave Energy

C
City of Cold Lake
Cold Lake Furniture Galaxy
Cold Lake Home Hardware
Cold Lake Middle School
County of Lac La Biche

D
Delta P Plumbing
Dicker, Cecile
Double D Bobcat

H
H&R Block
Hertz Rental

J
Jimco Electric

L
Lac La Biche Cash Box
Lac La Biche Elks Club
Lake City Coach
Lakeland Co-op
Lamoureux Culham, LLP

M
Murphy, Janis
Manary, Coleen

R
Rajani, Dr. H.
Rosie's Septic
Royal Canadian Legion,
Lac La Biche

**Royal Canadian Legion,
Lac La Biche Ladies Auxiliary**

S
Sears, Cold Lake

U
United Rentals

V
Volten Electric

W
White, Susan & Tom
Wilson, Michael

\$19,000

was donated to the LCFASD in 2016-2017 in support of various LCFASD programs.

Many persons, businesses and organizations donated in-kind support toward the opening of Camp in time for summer 2016.

2016-2017 Donations



5 YEARS

Brenda Feland

Years of Service Awards

December 2016

1 YEAR

Dave Ashworth
Seanna Fakeley
Justine Gaudet
Jaimie Gehring
Amy Patenaude
Jada Sparklingeyes
Kendra Toporowski

Kayla Vick
Krista McInroy
Michelle Lamb
Melanie Hallett
Chantelle Diesen
Melissa Bauman
Crystal Gardiner



10 YEARS

Heather Zink

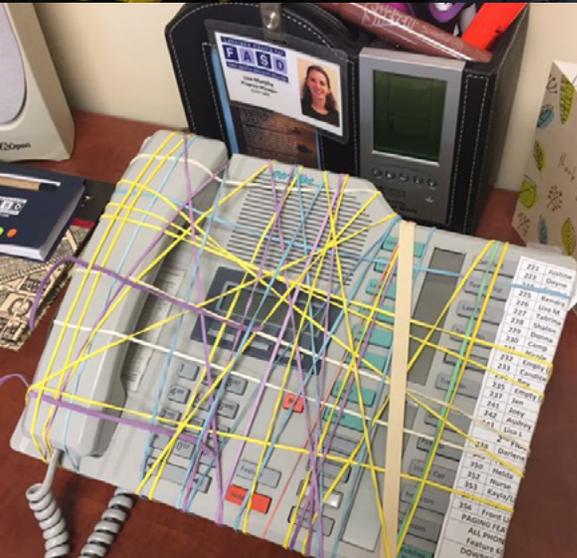
On December 2, 2016, Dr. Hasmukhlal (Hasu) Rajani was awarded the 2016 Premier's Council Award of Excellence in Community. This annual Council Award publicly acknowledges the efforts and accomplishments of individuals, groups, businesses and organizations to develop barrier-free, inclusive communities in Alberta. Special recognition is given to individual Albertans who have demonstrated outstanding leadership in making positive, progressive and sustained change towards creating communities where all citizens can fully participate. Congratulations Dr. Rajani!

Achievements



LCFASD...

- ... is a fun, supportive work environment where you never know what might happen while you are out of the office!
- ... allows teams to work on creativity and flexibility enhancing position related skills and the work environment.
- ... leaves you wondering who will be pranked next?
- ... is an integral part of the communities in which we live and work.



on the lighter side

4823 50th Street

Cold Lake, AB T9M 1P1

780.594.9905

1.877.594.5454

lcfasd.com

Lakeland Centre for

F

A

S

D

Fetal Alcohol Spectrum Disorder



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facebook®