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# ANNUAL REPORT

for the Year  
September 01, 2024  
to  
August 31, 2025





# Annual General Report

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## Mission

Elves Special Needs Society provides individuals with severe disabilities and complex needs with a unique and comprehensive individualized educational or day program to promote maximum development and to enhance the quality of life of individuals and their families within a supportive and caring environment.

## Vision

The vision of Elves Special Needs Society is to offer developmentally appropriate activities that are foundational to the physical, cognitive, and social well-being of every individual.

## Values

Elves' Policies and Practices reflect the mandate of providing the safest yet enabling environment, and educational programs and services. Early Education and School Programs are focused upon continuing to provide wrap-around services to Elves' children/students.

- Fostering supportive, inclusive opportunities based on the abilities and needs of learners of all ages.
- Facilitating learning across the lifespan.
- Promoting family-centred services, and family well-being. Supporting service excellence and professional learning. Equitability access to resources and accountability. Experience of learners, families, staff, and community partners.

## Accountability and Reporting

- Copies of Elves' Audited Financial Statements are available at Elves' Annual General Meeting on **November 19, 2025**, or upon request to Elves' Executive Director.
- Full copies of Alberta Education Accountability and Adult Program Reports can be found online at: [www.elves-society.org/about-elves/reports-legislation](http://www.elves-society.org/about-elves/reports-legislation)

For information, please contact Elves at **780.454.5310**, or [info@elves-society.com](mailto:info@elves-society.com)

## President's Report

Dear Members, Staff, and Supporters,

It is with great pride that we share achievements and progress in 2025 towards our vision. We are grateful for your support and are proud to have served the community for 51 years. Our growth has been guided by the evolving needs of our students and clients, made possible through the unwavering dedication of hundreds of staff members, the Board of Directors, those we serve and their families. These combined commitments has been essential in advancing the mission of Elves.

Our services and supports are interdisciplinary, integrating educational, clinical, and social approaches to best meet the complex needs of the individuals we serve. Delivering high-quality, specialized care requires a skilled and collaborative team. At Elves, we strive to offer these services in a competitive environment where we must recruit and retain professionals who are also in demand by Alberta Health Services, private contractors, and large school boards. We recognize that it takes years to develop the unique skillsets required in our programs, and in the face of recruitment challenges, we have actively worked to bridge service gaps by contracting with external professionals as needed. Thank you to our dedicated team of staff for all that you do each and every day.

Over the years, we have remained committed to fundraising in support of special projects and capital initiatives that allow us to provide an enhanced service delivery model that otherwise could not be offered without your support. We continue to creatively navigate a multitude of financial pressures and your gifts of both time volunteering and those of you that can give financially make a real difference for us, thank you.

This year marks a time of transition for Elves. We say goodbye to several long-serving staff members, including Executive Director, Barb Tymchak Olafson. Barb's leadership, dedication and expertise have had a profound impact on our organization. We thank her sincerely for her contributions and wish her the very best of what retirement brings.

Looking ahead, we are excited to welcome Blayne Blackburn as our new Executive Director. Blayne joined Elves this past September and brings a wealth of experience in government and the disability sector. We are confident that his leadership will guide Elves through its next phase of growth and innovation.

I'm proud to be part of the Elves team and look forward to an exciting year ahead.

Best regards,

Jason Fleury  
President, Elves Board of Directors

Elves' Board of Directors

The total number of Board Members who are parents/caregivers of clients in *any* Elves program shall be at least six:

- I. three (3) from Elves' Adult Program
- II. two (2) from Elves' School Program
- III. one (1) from Elves' Early Education (ECS) Program
- IV. The remaining six (6) Board Members may be community members. Should these positions be unfilled by community volunteers, Elves will seek additional parent representatives.



Jason Fleury  
President  
(ECS Parent)



Heather Fonteyne  
Past President  
(Adult Program)



Stephanie Atkin  
Vice President  
(Community)



Peter Jansen  
Treasurer  
(Community)



Anna-May Choles  
Director  
(Community)



Raewyn Edwards  
Secretary  
(School Program)



Sandra Schweitzer  
(Community)



Maria Robin  
Director  
(Community)



Christine Lapierre  
Director  
(ECS Program)



Jessica Troock  
Director  
(School Program)



Natalie Viezel  
Director  
(ECS Parent)



Terry Wright  
Director  
(Adult Program)

**Audited Financial Statements**

Elves consolidated Audited Financial Statements detail financial activities and allocations related to all funding sources including Government of Alberta grant and contract funding, School Program Service Agreements, and fundraising revenues.

Audited Financial Statements are prepared in accordance with audited financial requirements for Elves' fiscal year September 01, 2024, to August 31, 2025 in separate reports for the Society and the Ministry of Education and Childcare. Audited Financial Statements for the Ministry of Seniors, Community and Social Services and the Edmonton Fetal Alcohol Network Cross Ministerial FASD Initiative are prepared for the Government of Alberta fiscal year of April 01, 2024 to March 31, 2025 and November 30, 2025 respectively.

**Net Assets Year Ended August 31, 2025**

<b>Property and Equipment</b>	<b>\$3,338,901</b>
<b>Internally Restricted for Facility and Capital</b>	<b>\$1,650,000</b>
<b>Internally Restricted for Future Operations</b>	<b>\$1,300,000</b>
<b>Unrestricted</b>	<b>\$28,678</b>
<b>TOTAL</b>	<b>\$6,317,579</b>

**Elves' Revenues For The Year Ended August 31, 2025**

<b>FUNDING</b>	<b>SCHOOL</b>	<b>ADULT</b>	<b>RESPITE</b>	<b>SUMMER</b>	<b>TOTAL</b>
Gov. of AB	\$7,522,508	\$3,976,848	\$146,850	\$64,631	\$11,710,837
School Boards	\$840,961				\$840,961
Amortization	\$127,934	\$54,829			\$182,763
Interest	\$139,430				\$139,430
Other	\$16,567	\$18,493			\$35,060
<b>TOTAL REVENUE</b>	<b>\$8,647,400</b>	<b>\$4,050,170</b>	<b>\$146,850</b>	<b>\$64,631</b>	<b>\$12,909,051</b>

**Elves' Expenses For The Year Ended August 31, 2025**

<b>FUNDING</b>	<b>SCHOOL</b>	<b>ADULT</b>	<b>RESPITE</b>	<b>SUMMER</b>	<b>TOTAL</b>
Instruction	\$5,315,103	\$3,229,280	\$118,934	\$36,944	\$8,700,261
Operations/Maintenance	\$435,611	\$227,598	\$7,413	\$700	\$671,322
Administration	\$627,549	\$455,114	\$18,139	\$7,777	\$1,108,579
Transportation	\$2,026,354	\$35,356	\$2,364	\$19,210	\$2,083,284
Amortization	\$239,919	\$102,822	-	-	\$342,741
<b>TOTAL EXPENSES</b>	<b>\$8,644,536</b>	<b>\$4,050,170</b>	<b>\$146,850</b>	<b>\$64,631</b>	<b>\$12,906,187</b>

	<b>SCHOOL</b>	<b>ADULT</b>	<b>RESPITE</b>	<b>SUMMER</b>	<b>TOTAL</b>
Excess (Deficit) for the Year	\$2,864		-	-	\$2,864

## Location and Planning Committee

### Committee Members:

Jason Fleury, Gene Hochachka, Chris Idenouye, Terry Wright, Barb Tymchak Olafson/Blayne Blackburn

### Purpose of Committee:



Hoyle Tanner's "Continuum of Asset Management"

Elves Location & Planning Committee offers oversight toward matters associated with capital planning, building and equipment upgrades, and facility maintenance including annual inspections and Hemisphere Study upgrades. The Committee addresses improvements with consideration to services in conjunction with Society revenues received through operations and fundraising initiatives. The Fundraising Committee works toward acquisition of donations and grants that will meet these outcomes.

## Major Capital Upgrades

### Capital Planning

In 2010, Elves undertook the commissioning of a Capital Replacement Study in partnership with two Engineering firms. The study provided recommendations for necessary mechanical, heating, electrical, outer envelope, and systems replacements which have guided capital priorities over the past 15 years. Elves is currently undertaking to have a replacement report conducted which, similarly, will identify needs over the next 25 years.

### Preventative Maintenance and Inspections

Across all locations, Elves conducts routine preventative maintenance at our facilities. There are also associated inspections by the Fire Marshall and Public Health Inspector to ensure that our facilities are safe for all staff, students/clients and visitors.



Image retrieved from 8 Best Preventative Maintenance Practices

**Elves Adult and Youth Centre (EAYC):**

- Completion of a roof replacement project at a cost of \$140,000.
- Expansion of our gardening spaces, enhancing outdoor learning and therapeutic activities.
- Continued work towards finalizing the permanent gazebo installation which will provide a shaded, welcoming space. Projected completion is summer 2026.
- Plexiglass paneling was added along ramps to increase fall protection for children and clients.
- Major floor and ceiling lift systems (near or over 10 years old) are being replaced to ensure safety and functionality. Seven units were replaced, while other lifts were inspected or repaired at costs over \$50,000.
- Two septic pumps were replaced at the Elves Adult and Youth Centre.

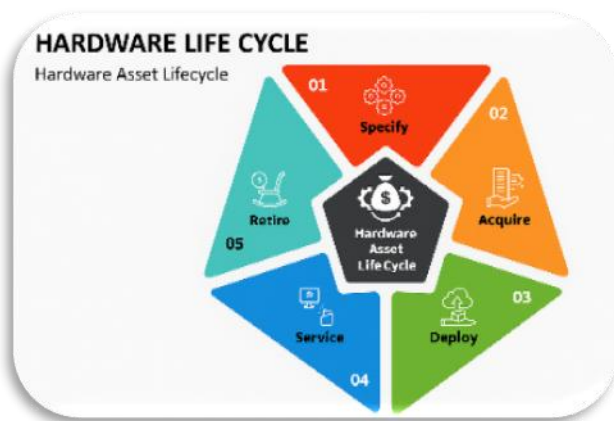


**Elves Child Development Centre (ECDC):**

- Installation of a new building sign.
- Outdated playground equipment and planter boxes were removed.
- New patio fencing was installed in July 2025 to create safer outdoor spaces.



**Technology Improvements**



89 computers were replaced to meet Windows 11 requirements. Elves also secured Microsoft licensing agreements through the Ministry of Education and Childcare to reduce retail/commercial licensing costs.

Image retrieved from <https://www.sketchbubble.com/en/presentation-hardware-lifecycle.html>

**Fundraising Committee**

**Committee Members:**

Heather Fonteyne, Jasmine Abu-Msameh, Anne-Marie Jackson, Raewyn Edwards, Chris Maksylewicz, Teresa Vano, Barb Tymchak Olafson.

**Purpose of Committee:**

Fundraising Committee initiatives align fundraising targets and initiatives with projected capital, equipment, and capacity building.



**Elves' 2025 Golf Tournament**

Elves' 2025 Golf Tournament raised **\$31,465** through event proceeds including registration, ticket sales and silent auction.

**Mark your calendars as our next year's event is scheduled for May 28, 2026.**

Thank you to our major partners!

<b>Platinum Donor</b>	<b>Diamond Sponsors</b>	<b>Gold Donor</b>	<b>Gold Sponsors</b>	<b>Bronze Sponsors</b>
<b>Optimist Club of Beverly</b>	<b>All About Abatement</b>  <b>Faithful Friends</b>  <b>Ross Benefits Group</b>	<b>Sky Blue Janitorial and Cleaning</b>	<b>Aaron and Jon Landscaping</b>  <b>Crust Craft</b>  <b>First Group</b>  <b>HumanEdge Executive Recruitment Search</b>  <b>Lube City</b>  <b>MHK Insurance</b>	<b>Canbian Construction</b> <b>DLA Piper Canada LLP</b>  <b>Rapid Roofing and Repair</b>

### Corporate Grants and Donations for a Cause

Initiative	Lifts	Respite	Elves 50 <sup>th</sup> Celebrations	Staffing and PD	Serenity Garden	Facility Renovations
<b>Donors and Grant</b>	Optimists Dinner Club \$5,000 Intact Insurance \$4,000 Florist Supply of LTD, \$4,321 Amazon \$1,417	EFAN (Health Outcomes) - \$7, 250 RBC - \$1,500	City of Edmonton (Connect Grant) - \$2,500 Sky Blue Janitorial and Cleaning - \$500	Learning and Mental Health Grant - \$4, 394 Canada Summer Jobs Grant – \$22,000	Dora Dumont	University of Alberta (CSL Grant) - \$4,000 North Material and Engineering - \$500 Edmonton Community Foundation - \$1,000 Chisolm Estate - \$250,000

### Casino and 50/50 Events

Elves Casino was held on February 2025. There was **\$80,459** raised with the support of dedicated volunteers. We thank the following volunteers who support this initiative:

- |   |                            |
|---|----------------------------|
| Joyce and Peter Oliver (General Manager and Alternative GM) |                            |
| Stephanie Atkin   | Lynn Gourley               |
| Dean Belcourt   | Natalie Hernandez          |
| Diana Briglio   | Gene Hochachka             |
| Marty Cender  | Shelly Lake                |
| Anita Dingwall  | Lee Speer                  |
| Dora Dumont   | Sandra Schweitzer          |
| Heather and Leigh Fonteyne                                  | Bala Vijayan Venkateshwara |

### In-Person and On-Line Raffles

Elves' supporters helped to raise **\$11,690** through ticket sales for 50/50 Cash or Jewelry Raffles, (*prior to payment of prizes and administrative costs*). Elves pays winners 50% of the proceeds or the designated prize. After payment to the winner, administrative, and platform fees, Elves receives approximately 40% of total raised.

## In-Kind Donations

We thank the many donors who sent in items for our silent auction theme baskets, Food and clothing, and other on-site initiatives.

Elves has benefited from the generous donations of jewelry from Roger and Rosemary Kotch and Friends to support fundraising initiatives such as the 50/50 or silent auctions.

## Other Ways to Help

*(Tax receipts can be issued for donations over \$20.00)*



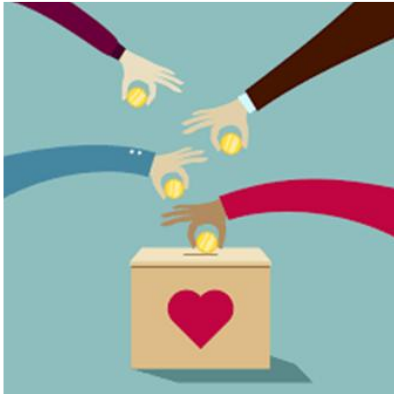
Want to help but do not have time? Tell you family and friends about bottle donations to **Skip the Depot** where proceeds can be directed to Elves.

### Online:

- Canada Helps: [www.canadahelps.org/dn/6630](http://www.canadahelps.org/dn/6630)
- ATB Cares: [www.atbcares.com/causes/124-118898360RR0001](http://www.atbcares.com/causes/124-118898360RR0001)  
(ATB will match the donation by 15%)
- Donate-a-Car <https://donatecar.ca/org/donate.php?charitypage=1088&oem=off>
- Benevity



Elves is also able to accept donations of securities and bitcoin. If you are interested in learning more, please contact Elves Executive Director at 780.454.5310 ext. 203.



**Our Loyal Donors**

Thank you to donors who supported initiatives including:

- ✓ Upgrades to Facility or Equipment,
- ✓ Elves Food Bank,
- ✓ Elves Programs,
- ✓ Staff Development,
- ✓ Elves 50th Anniversary, or
- ✓ Greatest Need.

- A. Barrios
- Barlette Family In Memory of Adam Halliday
- M. utisa
- S. Berenos
- Carriere Family in Memory of Connor Carriere
- Chong Family
- Cooper Family
- Edmonton West Zone Soccer Association
- Estate of Marie Chisolm
- T. Fata
- Fleck Family and Donors in Memory of Emma Fleck
- Edmonton West Zone Soccer Association
- L. Ens
- L. Forbes
- C. Gross
- W. Guest
- E. Hajar
- J. Hamre
- G. Hochachka
- Hochachka Family and Donors in Memory of Verna Hochachka
- Fleury Family and Donors in Celebration of Jackson Fleury
- Kramer Family
- J. Jorgenson
- A. Mahmud
- A. Mahon
- Pasqua Family and Donors in Memory of Maria Pasqua
- T. Lauzon
- Nerassen Family and Donors in Memory of Cheryl Nerassen
- Online Giving Foundation
- Michael Peyton
- Mitch Pogonowski
- Shikaze Family
- L. Shukla
- J. Sneha
- A. Ssemambo
- Y and M, Tejpar
- E Theroux
- B. Tymchak Olafson
- N. Winter in Celebration of Nicole Lynch
- Wright Family
- George Varkey



- Parental Notification and Opt-In Consent Policy (*In accordance with the Education Amendment Act, 2024*)



Elves' Bylaw and Policy Committee reviews all of Elves' policies on a three-year basis. Elves Administration and the Board has completed a review of all policies and procedures which address the following key considerations:

**Governance and Financial Accountability**  
**Access to Services and Supports**  
**Best Practices for Service Delivery**  
**Communicable Disease**

**Human Resources**  
**Transportation**  
**Nursing**  
**Therapy**

**Finance Committee**

**Committee Members:**

Jason Fleury, Heather Fonteyne, Peter Jansen, Barb Tymchak Olafson

**Purpose of Committee:**

The Finance Committee is integral in offering oversight and expertise to annual approve the Society's budget and Audited Financial Statements and monitor spending throughout the year.

Elves receives the majority of its funding from the Government of Alberta Ministries of Education and Assisted Living and Social Services. We also have other funding sources which include: Fetal Alcohol Spectrum Disorder Cross Ministry Initiative, various Service Agreements with School Boards for services to some Grades 1-12 learners. Elves has discretionary use of funds received in conjunction with Service Agreements and fundraising. Elves' Board of Directors actively support staff retention initiatives and facility maintenance as priorities for the 2025/2026 year.



Strategic Planning and Risk Review - Board reporting and recommendations for budget approval



Investments - Guide the management of Society reserves through access or investment strategies



Audit Reviews - Support Audit reviews and presentations to the Elves Board of Directors



Assurance - Support regular reporting and review of budgets based on changes to enrollment, human resources, funding or policy changes, or other financial factors

In 2024/2025, the Finance Committee met three times, with further information being presented to the Board for approval of actions. There were also multiple engagement opportunities to address investment of reserves and management of staff compensation.

In October 2024, there was a review of the approved budget to ensure that operations continued to align with planning undertaken in April 2025.

The Finance Committee also met with Elves' Auditor prior to Audited Financial Statements being presented to Elves' Board and later to Society members for approval. The 2025/2026 budget was approved by Elves Board of Directors in April 2025.

Audited Financial Statements were prepared by Yaremchuk Annicchiarico LLP. They are included with Annual General Meeting communications and are also available upon request or digitally at <https://www.elves-society.org/about-elves/reports-legislation/>.

**Executive Director Report**

Elves provides educational, day, and respite services to children, youth, and adults (program participants). During the 2024–2025 year, we supported 435 individuals across our programs. We rely upon safe and caring environments, and expert staff to support the program participants enrolled in our School, Community Access Adult Program or site-based Respite services.





**Program Locations**

Elves' services are delivered through two primary facilities:

- **Elves Child Development Centre** – owned by the Government of Alberta. Elves occupies the building under a Non-Government Space User Agreement.
- **Elves Adult & Youth Centre** – owned and operated by Elves Special Needs Society.

**Program Operations**

- **School Program:** Operates from mid-summer through the end of June.
- **Adult Program:** Operates year-round.
- **FASD Respite Program:** Operates on Saturdays from September through June.
- **Summer Program:** Runs during the first three weeks of July.

Program Element	Description	Persons Served
 <b>School Program</b>	Designated Special Education Program that supports children and youth with complex medical, physical, intellectual and mental health needs	293 children 277 active enrollment (March 2025) 212 ECS 65 Grades 1- 12
 <b>Adult Program</b>	Supports adults with significant medical, intellectual, neurodiverse, and physical needs or physical disabilities	91 clients
 <b>FASD Respite Program</b>	Site-based Saturday Program that offers therapeutic recreation for children with complex communication, executive function, and regulation	33 children
 <b>Summer Program</b>	Developed for persons with complex medical, physical, or regulation needs, communication or regulation needs	29 children

To ensure Elves is maintaining compliance with service agreements with our major funders, we maintain preventative and capital replacement and life safety and public health inspections. These are completed annually; Elves must share inspection results with our major funders and insurance providers.

**Service Delivery**

Elves employs approximately 200 full and part-time staff members, including regulated and non-regulated staff. Contracted professionals provide specialized support in speech and language, occupational therapy, and psychological services. We are thankful for the dedication of our senior team members and for the enthusiasm of new staff joining our community.

Over the past year, we entered contracts with Alberta Health Services for ad hoc translation support and annual specialized training in the management of complex airways. In August 2024, frontline and specialist school program teams participated in training to evolve responses to the changing complex airway needs of some students. Elves has introduced a new nursing position within classroom teams to better support learners for these complex needs. Twenty members of the School Program team completed both on and off-site training to enhance their ability to manage airway care, equipment, and emergency tracheostomy reinsertion in the event of decannulation. Contracted nursing support was also secured to provide suctioning assistance for several learners during transportation to and from school.

We celebrate the composition of our staff which reflects core values of diversity and inclusivity. In 2024 our workforce composition was comprised of:

Staff Under the Age 35	Staff Ages 35 to 49	Staff Ages 50+
49 Staff (25% of population)	86 Staff (44% of population)	62 Staff (31% of the population)



In the spring of 2025, the Elves Adult Program bid farewell to long-time staff member and Staff Trainer, Shauna White, upon her retirement. The nursing team also experienced transition as a School Program nurse, moved into a vacancy within the Adult Program Nursing Department. Elves subsequently hired a returning staff member—previously part of the Adult Program—to fill a Licensed Practical Nurse position following staff resignations and medical leaves. Contracted occupational therapy services from LifeMax Occupational Therapy Inc. were also secured in the spring to support Elves Adult Program needs. Our previously employed part-time OT returned to Elves in October 2025 to provide services one to two times per month.

In October 2024, after 34 years of service Elves Executive Director, Barb Tymchak Olafson announced her retirement plans for fall, 2025. An area of focus for 2024–2025 has been to maintain smooth management of Elves’ operations while preparing for the transition to the new Executive Director. After an extensive search, the Elves Board of Directors selected Blayne Blackburn, who joined Elves as Executive Director on September 15, 2025. Barb provided transitional support for Blayne until the end of October 2025 and will provide occasional consultation until early 2026.

## FUNDING

The following Ministries fund Elves programs:

- Ministry of Education and Childcare
- Ministry of Assisted Living and Social Services (Programs for Persons with Disabilities (PDD), Family Support for Children with Disabilities (FSCD) and Children's Services
- Fetal Alcohol Spectrum Disorder (FASD) Cross Ministry Initiative

Access to services offered in Elves programs is contingent on individuals meeting ministerial qualifications for citizenship, special needs/severe disabilities and attendance. Funding to Elves is reduced when program participants cease to access Elves' services due to numbers served, which are impacted by age, relocation, or health or program participants. Facility space is also a factor that impacts the number of persons that Elves can serve each year.

## Elves' Programs

Elves operates a School Program, Adult Community Access Day Program, and FASD Respite and Summer Programs. The programs are housed in Elves Child Development Centre (ECDC) and Elves Adult & Youth Centre (EAYC).

### Elves' Adult Community Access Day Program



Elves' Adult Program primarily supports adults with significant medical or intellectual disabilities who require intensive assistance in developing life skills, enhancing social and emotional well-being, and maintaining self-help and personal hygiene routines. Individuals with complex neurodevelopmental profiles and behaviors of concern are also expertly supported by Elves.

The Elves Adult Program employs 58 full-time staff and receives support from other part-time or casual personnel. The program operates on a cost-absorption model, with individualized funding prepared by Elves to reflect each client's specific support needs. Services include instructional guidance, nursing care, occupational therapy, behavioural support, and community access opportunities. Administrative cost for operations are allocated on sole or shared use basis with the Elves School Program. Shared use allocations are determined on a 30/70% ratio reflective of Adult to School Program funding.

The program runs daily Monday to Friday, and instructors offer a structured routine within each room to help clients engage in activities that reflect their interests and abilities. To protect the health and well-

being of all participants, nursing and Occupational therapy support enables active engagement at each person's maximum potential.

Goals are determined based on assessment of need, client preferences and parental/guardian consent. Clients typically participate in community-based experiences such as volunteer work, recreation, and program-related outings.

Celebrating milestones in the fall of 2024, there were four clients, Brandy, Stacy, Marc and Hieu (posthumous award) recognized with Elves certificates and a celebration.

We were honoured to have our Member of Parliament; Kelly McCauley join us and present Government of Canada certificate to our clients who celebrated 25 years of attendance in the Elves Adult Program.

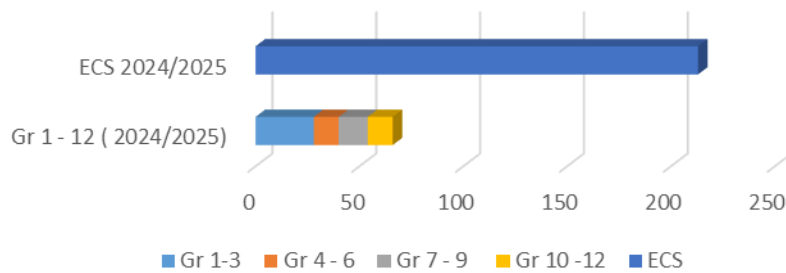


**Elves School Program**

Elves Special Needs Society operates educational programs at the Elves Child Development Centre and Elves Adult & Youth Centre. Elves is a non-profit, accredited School and Designated Special Education Program (DSEP) that serves children in an Early Education Program who are engaged in our Grades 1-12 classrooms. All Elves' learners have severe disabilities which may impact communication, intellect, mobility, health, adaptive skills, and psychosocial well-being.

**Elves School Program Enrollment**

*(Total Enrollment - 279 learners (Base Funding Count))*



**Total 279 Learners**

**213 ECS Children**

**66 Grades 1 – 12 students**

- 28 (Grades 1-3)
- 14 (Grades 7-9)
- 12 (Grades 10 – 12)

Families or authorized decision makers enroll their children at Elves and provide consent for interventions outlines in the Individual Program and Therapy Plans. Consent is also required for photographs, community access and other interventions with external service providers such as the Alberta Health Services including; Psychiatry, Clinic iCan Centre, Feeding and Swallowing Clinic and Provincial Integrated Respiratory Supports (PIRS Team). Elves also contracts external service providers for speech and language and psychoeducational assessments. We are excited to have plans during 2025/2026 for some pediatric Glenrose Seating Clinic appointments to be conducted at Elves.



Elves Special Needs Society operates Elves' School Program in two specialized facilities in which 110 full, part-time and casual personnel meet the needs of special needs learners. Students and children in the

classrooms are placed into groupings based on ages and abilities. Children (between ages 2.8 to 6), and students (person to 20) who attend Elves, qualify for Program Unit Funding (PUF) or Grades 1-12 Severe Disabilities Funding.

In addition to ensuring that children and students come to Elves ready to learn, it is also essential that the school provide individuals with severe disabilities and complex needs, a unique, comprehensive, individualized educational and therapeutic program for lifelong learning, including transitional supports upon graduation. Elves' programs ensure a supportive and caring environment that maximizes every individual's potential and those who care for them.



The Ministry of Education and Childcare, classifies the Elves' School Program as an Independent School that operates a Designated Special Education Program (DSEP). During the 2024-2025 year, Elves met the following compliance requirements with the Ministry of Education and Childcare:

- ✓ Severe Disabilities Funding Monitoring
- ✓ Program Unit Funding Monitoring
- ✓ Transportation Grant
- ✓ Program Unit Funding Hours
- ✓ Full Compliance Audit
- ✓ Classroom Complexity and Mental Health Grant Reports
- ✓ Annual Operating Plan, and
- ✓ Annual Education Results Report
- ✓ Three-Year Plan

In May 2025, Elves also successfully completed a multi-day Ministry of Education and Childcare, School Review site-based compliance review which occurs on a three-to-five-year cycle. Standards tested included access, accountability, assurance and appeals. The review also included comprehensive testing against operations and policies, student cumulative files, assessment process and results, reporting processes, and Society policies. The representatives also met with the teaching team, families, leadership and the Board President.

Elves' operations are tracked specific to Ministry of Education and Childcare. Childcare priorities through the Annual Education Results Report (AERR). Staff and parents of learners in specific age categories are surveyed by the Ministry. The results below reflect the teacher responses only due to low parent responses (i.e. under 6 are not reflected).

Spring 2025 Required Alberta Education Assurance Measures – Overall Summary

Assurance Domain	Measure	Elves Special Needs Society			Alberta			Measure Evaluation		
		Current Result	Prev Year Result	Prev 3 Year Average	Current Result	Prev Year Result	Prev 3 Year Average	Achievement	Improvement	Overall
Student Growth and Achievement	Student Learning Engagement	100.0	100.0	100.0	83.9	83.7	84.4	n/a	Maintained	n/a
	Citizenship	96.2	97.9	95.2	79.8	79.4	80.4	Very High	Maintained	Excellent
	3-year High School Completion	*	*	n/a	81.4	80.4	81.4	*	n/a	n/a
	5-year High School Completion	*	*	n/a	87.1	88.1	87.9	*	n/a	n/a
	PAT6: Acceptable	n/a	*	n/a	n/a	68.5	67.4	n/a	n/a	n/a
	PAT6: Excellence	n/a	*	n/a	n/a	19.8	18.9	n/a	n/a	n/a
	PAT9: Acceptable	n/a	*	n/a	n/a	62.5	62.6	n/a	n/a	n/a
	PAT9: Excellence	n/a	*	n/a	n/a	15.4	15.5	n/a	n/a	n/a
	Diploma: Acceptable	n/a	n/a	n/a	n/a	81.5	80.9	n/a	n/a	n/a
Diploma: Excellence	n/a	n/a	n/a	n/a	22.6	21.9	n/a	n/a	n/a	
Teaching & Leading	Education Quality	96.0	100.0	99.0	87.7	87.6	88.2	Very High	Maintained	Excellent
Learning Supports	Welcoming, Caring, Respectful and Safe Learning Environments (WCRSLE)	98.0	100.0	97.6	84.4	84.0	84.9	Very High	Maintained	Excellent
	Access to Supports and Services	100.0	100.0	99.6	80.1	79.9	80.7	Very High	Maintained	Excellent
Governance	Parental Involvement	100.0	100.0	97.3	80.0	79.5	79.1	Very High	Maintained	Excellent

Spring 2025 Supplemental Alberta Education Assurance Measures – Overall Summary

Measure	Elves Special Needs Society			Alberta			Measure Evaluation		
	Current Result	Prev Year Result	Prev 3 Year Average	Current Result	Prev Year Result	Prev 3 Year Average	Achievement	Improvement	Overall
Diploma Exam Participation Rate (4+ Exams)	*	*	n/a	54.5	52.7	52.7	*	n/a	n/a
Drop Out Rate	0.0	9.2	5.1	2.4	2.5	2.4	Very High	Maintained	Excellent
In-Service Jurisdiction Needs	95.2	100.0	98.1	81.7	81.1	82.3	Very High	Maintained	Excellent
Lifelong Learning	100.0	100.0	98.9	80.8	79.9	80.4	Very High	Maintained	Excellent
Program of Studies	99.4	99.3	98.1	83.0	82.8	82.9	Very High	Maintained	Excellent
Program of Studies - At Risk Students	100.0	100.0	100.0	80.5	80.6	81.2	Very High	Maintained	Excellent
Rutherford Scholarship Eligibility Rate	n/a	n/a	n/a	69.4	70.7	70.9	n/a	n/a	n/a
Safe and Caring	99.0	100.0	98.7	87.3	87.1	87.8	Very High	Maintained	Excellent
Satisfaction with Program Access	98.2	98.1	97.9	72.1	71.9	72.5	Very High	Maintained	Excellent
School Improvement	90.5	100.0	89.8	76.6	75.8	75.1	Very High	Maintained	Excellent
Transition Rate (6 yr)	*	*	n/a	59.9	60.1	60.0	*	n/a	n/a
Work Preparation	95.2	100.0	100.0	83.7	82.8	83.6	Very High	Maintained	Excellent

- Notes:
- Data values have been suppressed where the number of respondents/students is fewer than 6. Suppression is marked with an asterisk (\*).
  - Participation in the Diploma Examinations was impacted by the COVID-19 pandemic from 2019/20 to 2021/22, including the cancellation of the January 2022 Diploma Exam administration. In the absence of Diploma Exams, achievement level of diploma courses were determined solely by school-awarded marks. School years 2019/20, 2020/21 and 2021/22 are not included in the rolling 3-year average. Caution should be used when interpreting trends over time.
  - Participation in the Diploma Exams was impacted by the fires in 2022/23. Caution should be used when interpreting trends over time for the province and those school authorities affected by this event..

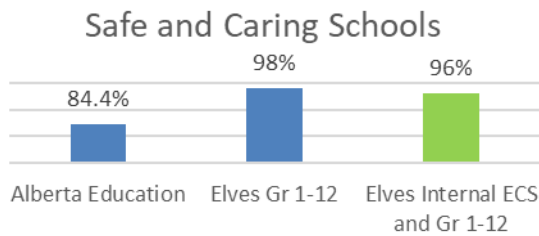
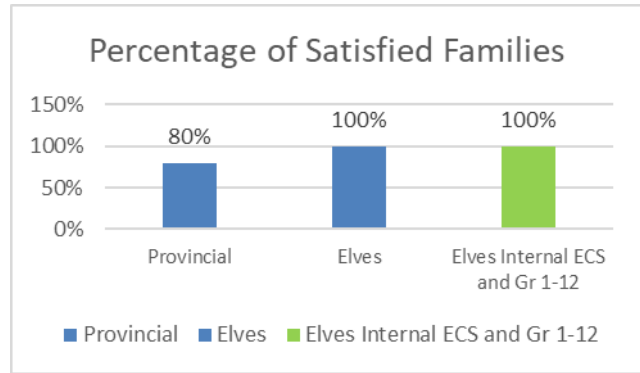
Overall Evaluation Table

The overall evaluation combines the Achievement Evaluation and the Improvement Evaluation. The table below illustrates how the Achievement and Improvement evaluations are combined to get the overall evaluation.

Improvement	Achievement				
	Very High	High	Intermediate	Low	Very Low
Improved Significantly	Excellent	Good	Good	Good	Acceptable
Improved	Excellent	Good	Good	Acceptable	Issue
Maintained	Excellent	Good	Acceptable	Issue	Concern
Declined	Good	Acceptable	Issue	Issue	Concern
Declined Significantly	Acceptable	Issue	Issue	Concern	Concern

Sources: Alberta Education AERR Results Reports Spring 2025

Elves conducts parent surveys for all families. The green column in the graphs reflect the rates of parental satisfaction with Elves School Program Services and Supports



96% of respondents were satisfied that Elves provides a safe and caring environment for all learners. Valuable feedback was given related to transportation consistency impacted by weather, road conditions, wait times and changes in ridership or drivers.

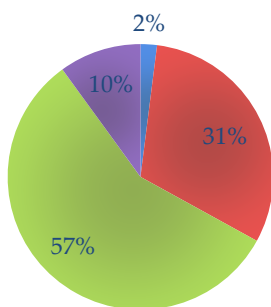
Elves' learners present with severe disabilities that preclude them from participating in Provincial Achievement Testing. There are standardized and observational measures that are utilized to determine most appropriate educational plan and specialist supports, as well as tracking progress. In general, there is a high satisfaction level with Elves' services reflected in both the Alberta Education and Elves' surveys. Overall, Elves' levels are greater than the satisfaction reflected in the provincial average. Elves' Education Plan and AERR can be found on Elves' website at <http://www.elves-society.org/about-elves/reports-legislation/>.

**SEVERE DISABILITY CODES LEGEND**

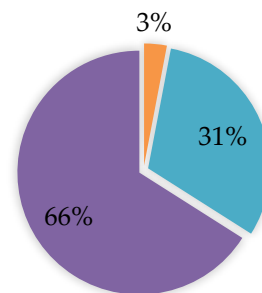
- 41 – Intellectual Disability
- 42 – Behaviours of Concern
- 43 – Medical Disability

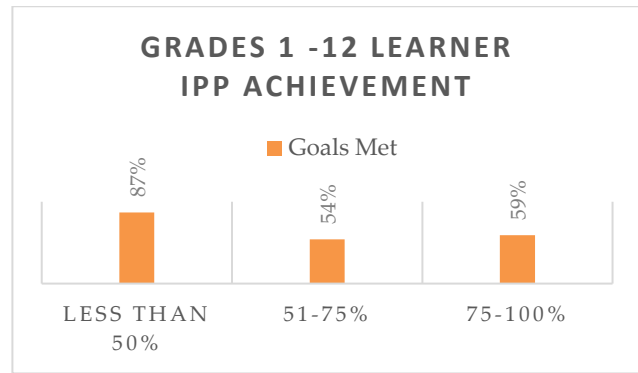
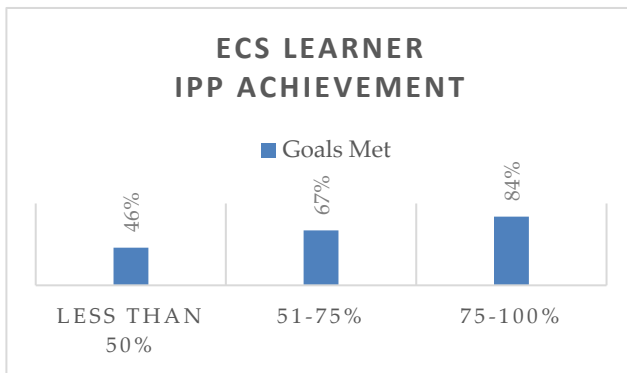
- 44 – Complex Neurodevelopmental (Autism/FASD)
- 47 – Severe Communication (ECS Only)

**EARLY CHILDHOOD**



**GRADE 1 - 12 STUDENTS**





- 50% - **Developing** or **Emerging** Skills. Modifications to criteria may be considered after reasonable time and exposure.
- 51%- 75% - **Approaching** – Skills are being demonstrated but not consistently. Time is offered to develop proficiency based on exposure and practice.
- 75% - 100% - Skills are being **Met** or **Advancing**. Goals may be maintained or criteria will be increased.

IPP goals are established with engagement of the Elves team and parents or caregivers of children and youth. Goals are set based on learner ability and needs. 100% of learners made progress over the course of the year. Key points:

- A total of 84% of goals established for early childhood learners (ECS) were met at 75-100% during the year.
- This year there were 59% of goals for the Grades 1-12 learners met at 75-100% range.
- There were 67% of IPP goals set for ECS were met at a level of 51-75% proficiency and 54% of criteria set for Grades 1 -12 learners was met at the 51-75% .
- Learners who achieved less that 50% of the IPP goals, may have experienced factors associated with well-being and criteria was not adjusted for those factors. When achievement is less than 50%, criteria must be reassessed. Significant modifications to IPP criteria or procedures are always shared for approval by authorized decision makers.

Parents provide consent for goals and attend IPP (Individualized Program Plan) meetings. There are also other options for parents and caregivers of early education learners to come to the school for demonstrations of learning on days when no school is in session.

Technical innovations and parent management continued throughout the year during Open Houses, Parent Team Meetings, Parent and Child Engagement Sessions and Elves or Board hosted events. Over the year, Elves' staff have continued to participate in training that supports understanding trauma-related training, disabilities (primarily Autism and Fetal Alcohol Spectrum Disorder) and accountability (curriculum-related changes) and reconciliation (Metis Awareness by Metis Nation of Alberta). Elves provided opportunities for families to join educational sessions or IPP meeting virtually or in person.

Elves' 2025–2028 Education Plan and 2024-2025 Annual Educational Report Summary can be found at:

<http://www.elves-society.org/about-elves/reports-legislation/>

### Elves' Respite Services

Elves' FASD Respite Program is funded through the FASD Cross Ministry Initiative, overseen by the Edmonton Fetal Alcohol Network (EFAN). The program is held on Saturdays from September to June.



As a network member, Elves was successful in being approved for a Healthy Outcomes grant from the Edmonton Fetal Alcohol Network. Our priorities were to enable several children without Government of Alberta funding to attend the Elves Summer Program, support the purchase of more science related items to support child focus and regulation, and purchase tools for children's health. With funds, Elves acquired blenders and hosted

an information session to support families to make smoothies that will enable better stomach biome for persons with FASD.

The FASD Respite Program provides a supportive, non-educational environment where children develop social skills and meaningful friendships through structured play and group activities. Serving up to 33 children over a ten-month period, the program is supported weekly by up to 15 staff members who work collaboratively with children and their families. Participants benefit from the expertise of a multidisciplinary team skilled in supporting individuals with Fetal Alcohol Spectrum Disorder. Program staff carefully adapt activities and daily routines to accommodate each child's interests and developmental needs, ensuring opportunities for social interaction and recreational engagement appropriate to their developmental levels.



## Elves' Summer Program

Elves' Summer Program is offered for three weeks in the month of July. The Program is funded through The FASD Respite Program provides a supportive, non-educational environment where children develop social skills and meaningful friendships through structured play and group activities. Serving approximately 30 children over a ten-week period, the program is supported by up to 15 staff members who work collaboratively with children and their families. Participants benefit from the expertise of a multidisciplinary team skilled in supporting individuals with Fetal Alcohol Spectrum Disorder. Program staff carefully adapt activities and daily routines to accommodate each child's interests and developmental needs, ensuring opportunities for social interaction and recreational engagement appropriate to their developmental levels identified in the Ministry of Assisted Living and Social Services, Children's Services and the FASD health Outcomes Grant. The Program offers respite to families, and therapeutic intervention to children/youth. Individuals attending the program benefitted from peer interactions in a small group environment. Access to gym space, playground, jumpy castles, and bubble machines enabled children to maintain skills with a play-based focus.



## CONDOLENCES



Elves extends condolences to the families, friends and staff of clients:

Dale Mills  
Walter Easton

Families and children of:  
John Armstrong,  
Verna Hochachka,  
Emma Fleck,  
Maria Pasqua,  
Mohamed Tejpar

**Special Initiatives**

Translation Supports

As there is a greater diversity in Elves' community, we secured a contract for on-demand translation supports through AHS representation.

Provincially Integrated Respiratory Services (PIRS)

In September 2024, the Provincially Integrated Respiratory Services (PIRS) supported Elves policy review and staff training to ensure safe supports for a growing number of individuals with complex airways and ventilators. To date, four nurses participated in full-day training and nine staff attended half-day sessions related to ventilator management. There was also curriculum developed, and instruction provided to enable 20 multi-disciplinary staff to participate in full-day training and an additional half- day simulation training.

Contact Elves

We are always happy to connect with our families and caregivers or any community members who are interested in learning more about Elves and our supports to families. Interested persons may contact Elves at [elvesadmin@elves-society.com](mailto:elvesadmin@elves-society.com) or call the office at 780.454.5310.

**Long-Term Service Employees**



Recognizing Long-Term Service Employees for:

10 Years Service:	15 Years Service	20 Years Service	25 Years Service	30 Years Service
Kayla Wolford	Kelsey Sandstra	Connie Daynes	Tatiana Khair Mokhammad	Margaret Abert
Wilna Boshof	Meagan Thompson	Eva Gryko		
Tanya Slovinsky				
Ashley Lumme-Levesque				
Raelee Grier				
Laura Bellacicco				
Aimable Ndatbaye				
Madenda Law				



## Volunteer Hours

All members of Elves play a vital role in our operations. We are grateful for the families and caregivers who see value in our services. We are also tremendously thankful for all the long-term and new staff who have offered expert supports to persons with complex communication, medical, physical, neurodevelopmental, and social emotional profiles. We recognize the paid and in-kind supports that are offered daily.











It has been an immense pleasure working with the Board President and multi-disciplinary volunteer Board members. Directors who are volunteers support Board and Subcommittee meetings, fundraising initiatives, and the recruitment of the new Elves Executive Director.

There has been approximately **630** hours volunteered by the Elves Board of Directors

Along with other volunteers and practicum students, Elves has also received an additional **1700** hours of support of our program and fundraising initiatives.

**If you have any questions or wish to support Elves, please contact Elves' team!**

Elves Contacts

 <p><b>Blayne Blackburn,</b> Executive Director (September 15, 2025) (P): 780.454.5310, ext. 203 (E): <a href="mailto:director@elves-society.com">director@elves-society.com</a></p>	 <p><b>Barb Tymchak Olafson</b> Executive Director (September 2013 to September 12, 2025) Operational Consultant (September 15 – November, 2025) (P): 780.454.5310, ext. 203 (E): <a href="mailto:elvesadmin@elves-society.com">elvesadmin@elves-society.com</a></p>
 <p><b>Kiera Meidinger</b> School Program Principal (P): 780.454.5310, ext. 204 (E): <a href="mailto:principal@elves-society.com">principal@elves-society.com</a></p>	 <p><b>Laura Bellacicco</b> Adult Program Director (P): 780.481.5335 (E): <a href="mailto:adultprogram@elves-society.com">adultprogram@elves-society.com</a></p>
 <p><b>Raelee Grier</b> FASD &amp; Summer Respite/FOP Program Coordinator (P): 780.454.5310, ext. 233 (E): <a href="mailto:respite@elves-society.com">respite@elves-society.com</a></p>	 <p><b>Margaret Abert</b> Finance Director (P): 780.454.5310, ext. 202 (E): <a href="mailto:elvesacct@telus.net">elvesacct@telus.net</a></p>
 <p><b>Ashley Lumme-Levesque,</b> PUF Coordinator (P): 780.454.5310, est. 232 (E): <a href="mailto:pufcoor@elves-society.com">pufcoor@elves-society.com</a></p>	 <p><b>Kayla Wolford</b> Learning Coach (P): 780.481.5335 (E): <a href="mailto:ses@elves-society.com">ses@elves-society.com</a></p>
 <p><b>Connie Daynes,</b> Adult Program Activity Coordinator (P): 780.481.5335, ext. 202 (E): <a href="mailto:aycactivitycoordinator@elves-society.com">aycactivitycoordinator@elves-society.com</a></p>	 <p><b>Tamara Edwards,</b> Staff Training and Volunteer Coordinator (P): 780.481.5335, est. 239 (E): <a href="mailto:avctraincoor@elves-society.com">avctraincoor@elves-society.com</a></p>