

32nd AGM Executive Director Report

It is my pleasure to report on the last fiscal year. 2016-17 was a year of great accomplishments for ADSTV. The most important example of this is that ADSTV was accredited for the first time from the Canadian Centre for Accreditation (CCA). ADSTV was granted a four year accreditation status with performance described as “exemplary”. Of course this does not happen without a lot of hard work behind the scenes. I want to thank our Accreditation Implementation Team for all of their energy and enthusiasm. Of course we will need it as we begin to prepare for the next survey!

We developed our first Quality Improvement Plan this past year and although we have a longstanding history with QI, we had a formalized plan to work with and we were able to check off a lot of our **to do** list! One of the commitments we have made to ourselves and therefore to our community, is that we will become a “Learning Organization” that values transparent self-discovery at all levels of the organization, promotes lifelong learning at the individual and collective level, and commits to becoming a strong and vibrant community of people with a shared vision.

We want to foster an environment and culture that develops a shared vision that is not top down but shaped by everyone in the organization. We embrace the fact that learning is more than just training and that in order to be excellent clinically and operationally, every one of us has to commit to this process every single day.

Last year we started a very comprehensive Strategic Planning process which we will tell you more about tonight. This process has culminated in a Vision that is defined through Ten Year Outcomes Statements and a 5 year strategic plan to begin with. After three years, we will carefully evaluate our five year plan and adjust accordingly. All of the staff and board along with clients and family members had a say in this plan. Our key partners were consulted and a small group of Francophone community members were a part of this consultation. Focus groups were held across Thames Valley to provide opportunities for feedback for this organization. I want to thank the Centre for Organizational Effectiveness and Maria Sanchez-Keane for her insight, coaching and stewardship through this process.

Both of our Boards have worked very hard this past year and I want to thank them for their energy and time committed to governance, planning and fund-raising. Our Governance Board had its own professional development plan that included presentations about Indigenous Cultural Safety and Francophone Legislation. Our Foundation Board has organized a successful fund-raising event to fund our Stage for Change events in three counties that celebrate recovery.

Our staff, students and volunteers have rewarding but difficult jobs. The public we serve comes to us with some very real problems for which they seek solutions. The stigma of addiction

continues to put people in danger as they wait to ask for help for fear of what people might think and for fear of being disrespected. At ADSTV we foster a warm and inviting, kind environment where people can start that healing journey. We are actively trying to eradicate stigma through our own role modelling, our Possible Campaign, the recovery stories one finds on the Possible website, and sober events celebrating recovery called, "Stage for Change". At the heart of it, even when the work is hard and the clients feel desperate, what they will learn from us is that "change is possible".

We are learning more about the importance of self-care and work: life integration. It's busy at work, home and at play, and our organization tries to support the staff, students and volunteers with a healthy and safe work place, and our respect and support for a job well done. The staff members of ADSTV **are** "exemplary" in their service and commitment to people and their families who have substance, digital, internet-based or gambling problems or may be concerned about others who do. I can see your commitment to your community and to this work, and I want to thank you for that.

Our Leadership Team has kept a fairly relentless pace this past year. I want you to know that I do recognize how hard you are working and the pace you are keeping. We will continue to address this pace through setting firm priorities and acknowledging that we are capable of only so much. We will continue to support one another. I appreciate your efforts and time management, and the outcomes of your work. ADSTV is making a difference in the community.

My last acknowledgement is to my long-time friend and colleague, Marianne Pope, Director of Finance and Operations. Marianne will retire at the end of this calendar year making this AGM her last as an ADSTV staff member. I am sure you all know how vital the Director of Finance is to a successful AGM and a successful audit. Marianne has always delivered as our auditors will tell you! At one time Marianne was also responsible for organizing the entire event and producing all of the reports as well. I think that's when she coined the phrase, "Oh well, better than boring". It has been a very successful coping strategy over the years and Marianne has always been supportive of what she calls the primary purpose of ADSTV...and that is to help the people.

It is my hope that Marianne will stay connected to us in some capacity in her retirement and I want you all to know how much we will miss her in her role. Please join me in thanking Marianne for her contributions to this AGM as well as the 17 that preceded it.

Respectfully submitted by

**Linda Sibley, Executive Director
Addiction Services of Thames Valley**