



# 1989 Annual Report

## The Edmonton Social Planning Council:

1940 - 1990 —  
A Continuing  
Commitment  
to Community

### ALBERTA FACTS

Number 6 Published by the Edmonton Social Planning Council May 1989

#### Children in Poverty: On the Outside Looking In

We live in a country where everyone's needs are met, at least those of children — right? Wrong! In Canada, one child in six lives in poverty. One child in six does not have basic needs met. In Alberta, one child in six means that 93,600 children live in poverty.



One Child in Six Lives in Poverty

What does being poor mean to these children?

#### What being poor means to Jenny

The average girl living with her mom stands a 50-50 chance of being poor. Jenny's mom doesn't make much money — she earns minimum wage. She can't always afford nutritious meals, so Jenny gets sick a lot.

Jenny and her mom move around often, and Jenny feels she's always changing schools. She finds it hard to have so many new friends all the time.

Jenny has one pair of jeans, and she doesn't have a bike or get birthday presents or have new snacks to take to school. Sometimes Jenny finds it embarrassing.

But what Jenny finds hard is about being poor is that she feels different from all the other children.

#### What is a poor family?

According to Statistics Canada, a family is considered a low-income family if they spend more than an average of about 60 per cent of their income on food, clothing and shelter (depending on where they live and the size of family). According to The National Council of Welfare, these families "live in poverty."

For example, in an Alberta city, the poverty line for a family of four is \$23,521 (before deductions), for a family of three, the poverty line is \$20,441 (before deductions).



#### Poverty Line

Family of 4	\$23,521
Family of 3	\$20,441
Family of 2	\$17,361
Family of 1	\$14,281

SOURCE: 1988 Poverty National Council

#### TRACKING THE TRENDS



FUTURE DIRECTIONS FOR HUMAN SERVICES IN EDMONTON

1989 Edition • Special feature on Youth and Seniors

# Edmonton Social Planning Council

## Mission:

The Edmonton Social Planning Council believes that all people should have the social rights and freedoms to live and work in an environment that enhances individual, family and community growth without restricting the same rights and freedoms for others.

The Council seeks to create, to advocate, and to support changes in policies, attitudes, and actions in order to enhance these social rights and freedoms.



## 1989 Members of the Board

### *Executive*

Michael Phair (President)  
Al Harris (Vice-President)  
Alyson Lavers (Public Education Committee)  
Jeff Pearson (Finance and Administration)

### *Members at Large*

John Copoc	Bev Decore
Bev Downing	Gordon Fearn
Meg Hagerty	Pat Hagey
Elvira Leibovitz	Terry Lind
Joan Munro	Carolyn Pettifer
Iris Sulyma	

### *Finance & Administration*

#### *Committee Members*

Stephen A. Crocker    Andy McCready

### *Public Education Committee*

Larry Svenson    Catherine Weaver  
Helene Narayana



### *Board members at work*

*Executive committee (top)*

*Finance committee (middle)*

*Public Education committee (bottom)*



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*"It was easy to be generous to the disadvantaged when we had a lot of money. The '80s severely strained the social net we had woven in better times."*  
—Michael Phair, President

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## Join us in the challenge

The 1980s: as the decade ended, the Edmonton Social Planning Council had completed its 49th year. The decade witnessed some remarkable social and economic changes as Edmonton's "boom" of the '70s went bust.

Unemployment skyrocketed, persons on social assistance multiplied, food banks were established and became more and more necessary, homelessness and family violence came out of the closet, and poverty—especially in women and children—grew in its wide-ranging effects.

All of these trends were to undercut the social optimism of the '60s and '70s, and challenge the depth of our society's commitment to social change for all.

It was easy to be generous to the disadvantaged when we had a lot of money. The '80s were a decade that severely strained the social net we had woven in better times.

In 1989, the board and staff of the Edmonton Social Planning Council continued their efforts to seek out, research, highlight and advocate regarding issues that significantly affect the social well-being of Edmontonians.

Among its achievements, the Council actively joined the growing discussion around illiteracy and its human impact, in anticipation of the United Nations' declaration of 1990 as the International Year of Literacy.

The Council's most significant achievement in the past year, however, was to bring to the attention of Edmontonians the many faces of children in poverty -- those unheard voices of the very young in crisis. The Council became widely recognized as a true advocate for the young and poor to the media, to

governments and to the general public.

This year of 1990, the 50th anniversary of the foundation of the Council, brings with it a spirit of reflection and re-evaluation.

Where have we been and where are we going? How has our presence in the community assisted the progress of social policy in Edmonton?

One of our major concerns is the continued existence of Edmonton's social problems, despite our best efforts. We have decided it is time, both to question the traditional structures for the delivery of services and to move towards new structures with a clear goal: achieving social well-being for all.

Integral to this goal is the participation of all key players: the general public, human service agencies, governments and those receiving services.

The Council pioneered such efforts this past year, for instance, by producing *Tracking the Trends* as a joint project with other agencies and departments. Bringing together groups of concerned citizens to focus on social and economic trends in Edmonton has become a major tool for our community to identify and deal with future needs.

The '90s will bring not only a new decade to Edmonton, but also a new half-century to the Council—and new opportunities for improving the well-being of all of us. Join us first in a celebration of a successful 50 years, and then in the challenge of working for change in our community during the next half-century.

*Community values and social change:*

## Do we make a difference?

In 1930 a commissioned report on social services in Edmonton recommended the establishment of a Council of Social Agencies for Edmonton. Although the idea took a further decade to implement, it eventually led to the founding in 1940 of a Council that is now the Edmonton Social Planning Council.

Notably, the same 1930 report also complained about the number of persons using the Edmonton Journal's Sunshine Club for free food and clothing. Church leaders were critical of the government of the day for ignoring its statutory responsibilities, forcing charities to fill the gap. With growing numbers using Edmonton's Food Bank in 1990, we can well wonder if things have really changed?



*Peter Faid, Executive Director*

Our 50th anniversary is an ideal opportunity to respond to this question and also to reflect on the work of the Council over the past 50 years. Through effective research, the ability to focus attention on current social issues, the skill to mobilize the indignation of those affected by a social problem, and the willingness to support new groups in the community, we have demonstrated that social change and social justice are achievable.

All too frequently, however, we discover that the same assumptions that were current in 1930 are repeated in the legislature and the media in 1990. One common myth is that our governments cannot afford a more effective and compassionate welfare state. We are continually led to believe that our huge deficits are the result of overspending on health and social services. We are told that if government could cut back in these areas, it could invest more in the economy, encouraging new economic growth, and more jobs. Indirectly, this line of thought again very conveniently blames all of our economic woes on the sick, the unemployed, the poor.

We must work to counter this false logic. The facts do not demonstrate that our expenditures on health and social services present an unacceptable burden to us. Presently, Canada spends only about one-fifth of our Gross Domestic Product on health, social services, and education. This is only slightly above the rate of spending for the United States, yet we reassure ourselves that our social programs are so much better than those of the Americans. In fact, eleven other western nations spend a greater percentage of their GDP on social expenditure. Even so, Canada has a poverty rate more than twice that of Norway or Sweden.

A modern industrialized nation such as ours can and must support social programs. We must not be swayed by the argument that deficit reduction justifies social service cutbacks. As anxious as we all are to reduce the deficit, we cannot shoulder this burden onto the poor and unemployed.

Part of the suspicion with which Albertans and other Canadians regard social spending, I believe, comes from a realization that many of today's health and social programs do not work. Quite accurately, we can point out the fact that the welfare state continues to deny the poor and otherwise disadvantaged the benefits which it promises. At present, it does not significantly influence the distribution of wealth or income in our society, and thus perpetuates the very social ills it claims to cure.

It has been said that the most important things we can know about any society are the things it takes for granted. We continue to assume that the poor and unemployed have no desire to work, that they are intent on abusing the income support system. Our negative ideas about poverty must be unlearned, just as racism and sexism and other dehumanizing values must be unlearned.

In this fight, we must not accept a defensive position, struggling to stop the erosion of existing social programs. Rather, we should be moving ahead, proposing innovative services, taking the offensive in the fight for justice. Such is the work of the Council.

# Highlights of 1989

The 1989 workplan was built around four major themes.

## *Poverty Issues*

The Edmonton Social Planning Council regularly gets calls from recipients needing assistance with the Social Allowance program. Information is provided and people are referred to advocates in their community as appropriate.

*The Other Welfare Manual* continues to be in great demand. Agreement was reached between Family and Social Services and the Council on changes to the new edition and 30,000 were printed for distribution by the department throughout the province. A further 75,000 will be printed in April, 1990.

**Welfare Advocacy Training Workshops**, developed in 1986, continue to be a way of maximizing the benefits for people receiving social allowance under the present system.

The ongoing workshops are designed to train staff of human service agencies, social allowance recipients and interested others how to provide advocacy for individuals.

A workshop was held in March for Food Bank volunteers, a workshop for social allowance recipients was held in February/March, and one for the Candora Group (a self-help group for low-income women) in June. An open workshop for those working in community agencies and anyone else interested was held in November.

These workshops have been well attended and have led to the development of the **Community Advocacy Network (CAN)**.

Members of the network meet on a monthly basis with speakers from various programs giving presentations so that advocates can learn more about systems and policies and share information. The network has been expanded to include organizations and individuals in other cities for information sharing and referral purposes.

The Council continued to play a role in the **Income Security Action Committee (ISAC)**—with senior planner Margaret Duncan taking on the chair position. As a member of ISAC, the Council has been in-

involved in meetings with the executive director of Income Security and other staff. ISAC will be addressing four major issues over the coming year.

A priority is to ensure that social allowance rates are based upon the actual cost of living. ISAC is also concerned about the increase in working poor—families with one or more breadwinners whose wages are not adequate to provide the basic necessities of life. ISAC will be investigating the availability of health resources in low income neighbourhoods and the availability of mental health services to the poor. ISAC is also concerned about the availability of treatment services for 16 and 17 year old income security clients.

ESPC is a member of the **Food Policy Council**—an inter-agency group which received funding to do a food needs assessment in the City of Edmonton.

The Council is also represented on the **Child Poverty Action Group**—which grew out of a Workshop on Poverty and the Schools held in May 1989. The workshop was organized by the Council in cooperation with the Edmonton City Centre Church Corporation and several school principals. The Council conducted a literature search, surveyed families and other target groups concerning child poverty and made the keynote presentation at the conference.



*Senior planner Margaret Duncan*

## Highlights of 1989 continued

The Child Poverty Action Group continues to address issues that lead to the situation of children living in poverty. Particular emphasis has been placed on getting a Head-Start program into the Edmonton Public School system.

*Alberta Facts* is a valuable source of information to the community on the causes and conse-



*Matt Kuefler, researcher*

quences of poverty. An issue on "Children and Poverty" was published this summer and drew a major response from the media. Research was started on "Poverty and Illness: An Unhealthy Connection" which has since been published. Work is underway on an issue on "Women and Poverty".

### *Provision of Services*

The first issue of *Tracking the Trends: Future Directions for Human Services in Edmonton* was published in September, 1989. The publication provided an assessment of Edmonton's social service needs as well as the demographic, social and economic trends that will likely have

an impact on the needs of youth and seniors.

*Tracking the Trends* was compiled by an inter-agency group, the Community Needs Assessment Working Group, with representatives from Alberta Family and Social Services, Edmonton Community and Family Services, Board of Health, Mental Health Services, the United Way and the Council.

"Families With Children" will be the next target population to be tracked in this ongoing research project which will be used to plan new programs and policy initiatives.

Two monographs on **volunteering** were prepared for the Department of the Secretary of State. Statistics Canada data was analysed to compile information on "Volunteering in Alberta" and "Rural-Urban Differences in Volunteering". These were published by the Secretary of State.

During 1989, the Council continued to provide support and assistance to a number of self-help lobby groups. These included Pensions Unlimited and Singles and Divorced Speak Out.

### *Training and Consultation*

The Council continued to provide workshops for community organizations to assist in overall development. A workshop was held with the Youth Emergency Services Shelter in March, the Terra Association in May, and the Elizabeth Fry Society in October. As well, a board/staff retreat for the ESPC was held in October.

The Council analyzed questionnaires and prepared a report for a special task force established by Big Brothers/Big Sisters of Canada to consider a possible amalgamation of the organization.

Limited developmental assistance was provided to an inter-agency group implementing a parent training program. The Council attended monthly meetings and provided technical assistance.

The Council also completed a number of program evaluations and needs assessments for agencies in Edmonton and beyond. These included a study of **family violence** in rural communities for the Yellowhead Emergency Shelter for Women.

### *Council Support*

A goal of the Council for 1989 was to improve the content, style and approach of *First Reading* and other Council publications in order to better meet the communication needs of the Council and its members. Difficulty in retaining communications staff has set this back somewhat, but signifi-

"A single parent earning minimum wage would need to work 68 hours a week to support herself and one child at the poverty line."

- Alberta Facts  
"Children in Poverty: On the Outside Looking In"

*"We have begun the long process of seeking change in our public policies and our community attitudes so that the lives of those who live day by day with the cruel uncertainties of poverty might be improved."*

-Peter Faid

Workshop on Poverty and the Schools

cant changes have been made.

Improving and expanding the publication distribution system was another goal for 1989. The Council's publication distribution system is becoming more widespread and well-known. An updated publications listing was put out in the September issue of *First Reading* and sales for CCSD publications increased slightly over the past year.

Council publications—*The Social Research Directory and Doing it Right!*—were successfully promoted during the later part of the year. Response to *Doing it Right!* has been very positive from all across the country. Sales of the *Social Research Directory* have been rejuvenated, although they are not as strong as the workbook. It is anticipated that *Doing it Right!* will remain a long-term seller with a growing market.

A library acquisitions committee meets on a regular basis to review recommendations from staff for the library. The purpose of the committee is to develop criteria and procedure for acquiring new publications. The process worked well and the committee has stayed within budget. The Council's library continues to be a valuable community resource.

Increasing membership remains a goal of the Council. The total number of members remained constant in 1989, although the number of organizational members increased over the past two years.

In anticipation of the 50th anniversary, a committee was struck by the board to plan ways to commemorate this milestone. The committee is chaired by long-time Council member Bettie Hewes and includes the following members: Michael Phair, Elsie McFarland, Cynthia Lazarenko, Keith Wass, Elizabeth O'Neill, Judy Padua, Terry Lind, Lynn Hannley and Peter Faid.

A history book on the Council—*Fifty Years of Change*—was commissioned and is being written by former staff member Marsha Mildon. She has been poring through the archives and interviewing the people associated with the Council in an attempt to piece together its history of commitment to social issues. *Fifty Years of Change* will be available in the summer of 1990.

Work has also begun on *The Best of First Reading*—a volume of articles that have appeared in the Council's newsletter *First Reading*. An outline was prepared to arrange the articles in theme

chapters with the idea that essays or commentaries would be commissioned to update issues and tie together themes. Completion of this project is scheduled for the fall of 1990.

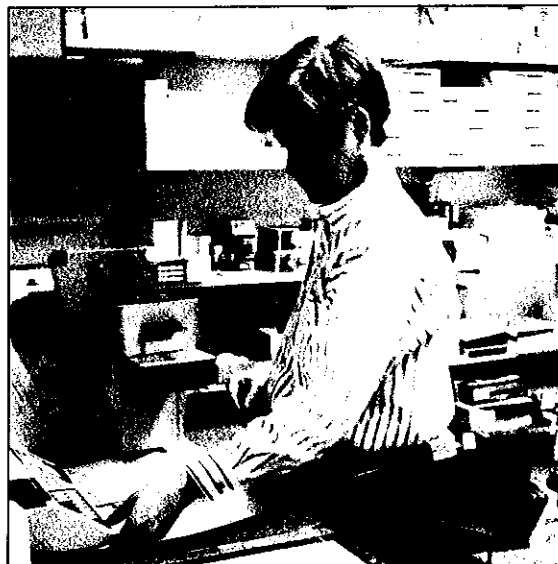
A celebration dinner to honour those people who have worked with the Council over the years, has been planned for October 17, 1990 at the Westin Hotel.

Commemorative coffee mugs, designed by Noboru Kubo are being sold by the Council as a fund-raising venture.

*"We must become knowledgeable about the policy alternatives that are available to us as a caring, humane society, and be willing to demand of our decision makers that greater recognition be given to the social consequences of our economic policies."*

-Peter Faid

Workshop on Poverty and the Schools



*Kathie Sutherland, Office & Communications Assistant*

# Financial Statements

for the year ending December 31, 1989

## Balance Sheet

Assets	1989	1988
<b>Current Assets</b>		
Cash & term deposit	\$ 8,798.	\$ 3,592.
Accounts receivable	32,720.	10,839.
Prepaid expenses	<u>1,940.</u>	<u>1,859.</u>
	43,458.	16,290
Appropriated cash & term deposit - Casino	18,007.	9,056
Fixed Assets - Furniture and equipment	<u>37,134.</u>	<u>29,828</u>
	<u>\$ 98,599.</u>	<u>\$ 55,174.</u>
 <b>Liabilities and Members' Equity</b>		
<b>Current liabilities:</b>		
Accounts payable & accruals	\$ 14,894.	\$ 4,486.
Employee deductions payable	4,816.	3,071
Revenue received in advance	13,880.	—
Trust liability	<u>484.</u>	<u>—</u>
	<u>34,074</u>	<u>7,557</u>
 <b>Members' Equity:</b>		
Equity in fixed assets	37,134.	29,828.
Appropriated funds - Casino	18,006.	9,055.
Unappropriated funds	<u>9,385.</u>	<u>8,734.</u>
	<u>64,525</u>	<u>47,617.</u>
	<u>\$ 98,599</u>	<u>\$ 55,174.</u>

## Statement of Members' Equity (year ending December 31, 1989)

Equity in fixed assets	1989	1988	Unappropriated Funds	1989	1988
Balance, beginning of year	\$ 29,828.	\$ 15,695	Balance, beginning of year	\$ 8,734.	\$ 41,579.
Fixed asset additions during the year	<u>7,306.</u>	<u>14,133.</u>	Add:		
Balance, end of year	<u>\$ 37,134.</u>	<u>\$ 29,828</u>	Excess (deficiency) of revenue over expenditures	9,602.	(47,927)
 <b>Appropriated funds (Casino)</b>			Transfer from appropriated funds	<u>17,018.</u>	<u>15,082</u>
Balance, beginning of year	\$ 9,055.	\$24,137		35,354.	8,734.
Transfer from appropriated funds*	<u>25,969.</u>	<u>—</u>	Transfer to unappropriated funds	<u>(25,969)</u>	<u>—</u>
	35,024	24,137.	Balance, end of year	<u>\$ 9,385.</u>	<u>\$ 8,734.</u>
Transfer to unappropriated funds	<u>(17,018)</u>	<u>(15,082)</u>			
Balance, end of year	<u>\$ 18,006</u>	<u>9,055</u>			

\* Appropriated funds represent funds earned by a casino held by the Council in 1989. These funds are to be used for the purposes of improving Council publications, conducting research, and to purchase and maintain materials in the Resource Centre.



**Statement of Revenue and Expenditures**  
(for the year ended December 31, 1989)

	1989 (Budget) (Unaudited)	1989 (Actual)	1988 (Actual)
<b>Revenue</b>			
United Way allocation	\$ 166,563.	\$ 166,563.	\$ 160,152.
Project revenues	69,600.	77,708.	36,506.
Government grants			
City of Edmonton	18,500.	18,500.	18,500
Province of Alberta	2,036.	4,556.	6,154
Federal government	6,102.	6,136.	—
Casino	—	25,969.	—
Other receipts	<u>10,400.</u>	<u>9,737.</u>	<u>13,162.</u>
	<b>\$ 273,201.</b>	<b>\$ 309,169.</b>	<b>\$ 234,474.</b>
<b>Expenditures</b>			
Salaries & benefits	184,504.	183,352.	178,350.
Project Expenses	27,500.	36,721.	25,885.
Office expenses	17,960.	22,511.	28,578.
Building occupancy	20,340.	20,641.	14,114.
First Reading	15,000.	11,737.	13,166.
Professional fees	6,500.	8,433.	6,787.
Agency publications	2,500.	3,580.	2,391.
Recruitment & education	3,000.	3,163.	3,784.
Meetings	1,000.	2,117.	857.
Miscellaneous	1,600.	1,897.	1,558.
Insurance	1,125.	1,355.	379.
Library	1,000.	1,182.	621.
Promotion & publicity	750.	1,016.	2,485.
Research	1,500.	1,000.	500.
Transportation	500.	510.	588.
50th Anniversary	2,000.	352.	—
Relocation	<u>—</u>	<u>—</u>	<u>2,358.</u>
	<u>286,779</u>	<u>299,567.</u>	<u>282,401.</u>
Excess (deficiency) of revenue over expenses	<u>\$ (13,578)</u>	<u>\$ 9,602.</u>	<u>\$ (47,927)</u>

**Schedule of  
other receipts:**

Membership Fees	\$ 5,300.	\$ 4,255.	\$ 4,300.
Publications	3,000.	3,390.	4,207.
Donations	1,000.	1,391.	878.
Interest income	1,000.	676.	2,114.
Miscellaneous income	<u>100.</u>	<u>25.</u>	<u>1,663.</u>
	<u>\$ 10,400.</u>	<u>\$ 9,737.</u>	<u>\$ 13,162.</u>

**Notes on  
the financial  
statements**

• During the year, the Council changed its method of accounting for fixed assets and began to capitalize the cost of fixed asset additions. A corresponding increase is made to equity in fixed assets included within members' equity.

No depreciation is claimed on fixed assets.

• During the year, the Canadian Institute of Chartered Accountants (CICA) handbook became effective for non-profit organizations. Accounting policies followed by the Council are in accordance with the CICA Handbook

• The Council receives government grants as a community fundraising allocation, recording the amounts as revenue in the period to which they relate. In addition, grants and other forms of revenue are earned on various projects.

These receipts are recorded as revenue in the period in which the related costs were incurred. Amounts received that relate to a subsequent period or have not been earned are recorded as revenue received in advance in the balance sheet.

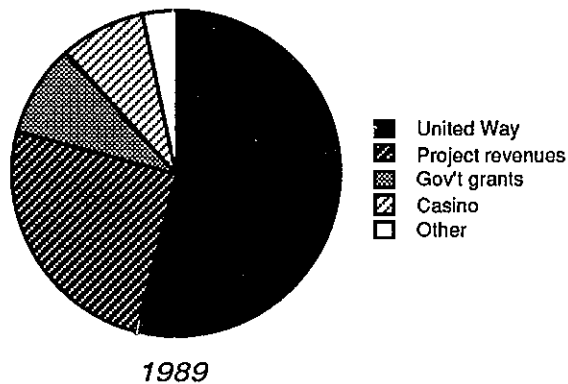
*A complete copy of the financial statement is available from the Edmonton Social Planning Council.*

## Schedule of Project Revenue and Expenditures for the year ending December 31, 1989

	1989 (Income)	1989 (Costs)	1988 (Income)	1988 (Costs)
<b>Ongoing projects</b>				
Training & consultation	\$ 1,664.	\$ 64.	\$ 650.	\$ 373.
<b>Poverty &amp; Unemployment</b>				
Welfare manual	21,600.	3,820.	15,507.	14,607.
Unemployed peoples' support	4,887.	502.	1,220.	1,063.
Welfare advocacy worship	1,366.	193.	—	—
Children and poverty	—	—	—	—
<b>Community Development</b>				
Youth service	3,600.	5,400.	1,800.	4.
MLA breakfast	1,320.	1,549.	—	—
Mayoral breakfast	680.	945.	—	—
<b>Research &amp; Evaluation</b>				
Yellowhead Emergency Shelter for Women Society	17,670.	8,071.	3,000.	153.
Needs assessment workbook	12,604.	8,931.	76.	108.
Tracking the Trends	4,890.	4,786.	—	—
Voluntarism - Secretary of State Planned Parenthood Association of Edmonton	1,975.	83.	2,025.	26.
Library directory	1,460.	198.	1,408.	5,501.
Big Brothers of Canada	1,378.	691.	—	—
Alberta Facts booklet	523.	901.	1,017.	1,327.
FCSS - Banff	91.	99.	—	—
Alberta Municipal Affairs	—	43.	4,900.	61.
Future of Work	—	41.	1,403.	148.
Voluntarism - GMCC	—	—	3,500.	516.
Single employables	—	—	—	1,861.
WIN House evaluation	—	—	—	137.
	<u>\$ 77,708.</u>	<u>\$ 36,721.</u>	<u>\$ 36,506.</u>	<u>\$25,885.</u>

*Somewhat more than half of the Council's revenue in 1989 came from the United Way. About one-quarter came from project revenues—primarily research and evaluation contracts undertaken for other groups and organizations.*

**Edmonton Social Planning Council - Revenues**



*Message from the Mayor*  
**Congratulations  
on your Anniversary**

On behalf of the citizens of Edmonton, I am pleased to extend congratulations to the Edmonton Social Planning Council on its 50th Anniversary.

For five decades, the Edmonton Social Planning Council has played a significant role in the social development of Edmonton. Our city has benefited from the Council's leadership in identifying social needs and helping community groups and agencies meet those needs. In many ways the Council has played a vital role as the social conscience of our city.



The City of Edmonton also appreciates the co-operation shown by the Social Planning Council in research projects, public education programs and through your representation on the Social Services Advisory Committee. Throughout its work, the Council has demonstrated a commitment to address complex and sometimes less popular issues, to provide thorough research on social issues, and to help people with fewer resources have a voice in our community and meet their needs.

The City of Edmonton looks forward to continued co-operation with the Social Planning Council to enhance the social development of our city and improve the quality of life for all Edmontonians.

Best wishes for an enjoyable anniversary celebration!

Yours truly,

A handwritten signature in cursive script that reads "Jan Reimer". The signature is written in dark ink on a light background.

**Jan Reimer,**  
*Mayor*

# ESPC Staff 1989

Peter Faid	Executive Director
Margaret Duncan	Senior Planner
Jennifer Hyndman	Planner
Henry Dembicki*	Planner
Diana Salomaa*	Planner
Carmen Brady*	Publications
Beckie Garber-Conrad*	Writer/Editor
Marilyn Wangler*	Communications
Linda Patriquin*	Admin. Secretary
Diane Goodall	Admin. Secretary
Arlene Woodford*	Office Assistant
Kathie Sutherland	Office Assistant
Matt Kuefler	Researcher
Deborah Hurst-Usher*	Researcher
Maureen Irwin	Volunteer

\*resigned during the year



*Administrative secretary Diane Goodall*

## UPS Project Staff\*\*

Roger Laing	Project Coordinator
Judith Bradford	Secretary
Shelley Daigle	Outreach Worker
Elva Grimaldi	Outreach Worker
Robert Kenyon	Researcher
Ken Morrison	Researcher
Sandra Daniel	Child Care Worker

\*\* project ended in April 1989

*Annual report photography*  
- Margaret Cunningham

*Production/layout*  
- Mountain Ash Communications



**United Way**  
OF EDMONTON AND AREA

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a United Way member agency