



2025- 2026 IMPACT REPORT

April 1, 2025–March 31, 2026

Chrysalis

Artwork: "Fragments of Joy" by Allison G.,
Chrysalis Calgary Creative Art Program

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BOARD OF DIRECTORS

Chrysalis Society Board | 2025–2026

Sarah Ivany
Board Chair

Elizabeth Fashler
Director

Nick Harsulla
Vice Chair

Andrew Lamb
Director

Judith Mason
Secretary

Christine Myatt
Director

Catherine Connolly
Treasurer

Tess Oliver-Tieman
Director

Chrysalis Foundation Board | 2025–2026

Anne Marie Downey
Board Chair

Audrey Jackson
Director

Garth Norris
Director

Wendy Nickerson
Director

Mary Pat Barry
Director

Alva Shewchuk
Director

Mary Ignacio
Director

Noopur Singh
Director

ABOUT CHRYSLIS

Chrysalis is a standard-bearer in the Alberta disability services sector. For over 50 years, we have served as a catalyst for transformation and growth, providing personalized programs and services to individuals with developmental disabilities. We are more than a service provider; we are a community of advocates, facilitators, and partners dedicated to ensuring that every individual has the opportunity to lead a meaningful and self-directed life.

Vision

A society where people with disabilities belong and are accepted as valued and respected individuals who contribute to our community.

Mission

To be leaders in our community providing personalized, innovative programs and services to support people with disabilities in realizing their potential and achieving their goals.

Core Values

Our core values guide how we support the individuals we work with and for, how we conduct ourselves, and how we make decisions, both within the organization and in our communities.

- **Integrity** – Acting with honesty, fairness, transparency and making ethical choices.
- **Community** – Fostering a safe, welcoming environment for all and building purposeful relationships in the communities where we live and work.
- **Accountability** – Following through on our commitments and holding ourselves and others responsible for delivering on expectations and outcomes.
- **Respect** – Honouring every individual's rights, choices and contributions with dignity and civility.
- **Excellence** – Adopting continuous learning, development and quality improvement to achieve outstanding outcomes.

Chrysalis Team

FRONTLINE STAFF

113

EDMONTON

74

CALGARY

39

SUPERVISORY SUPPORT

29

EDMONTON

21

CALGARY

8

SENIOR LEADERSHIP

9

EDMONTON

8

CALGARY

1

CHRYSLIS WOODS & PLASTICS

21

TOTAL STAFF

172

“Chrysalis is a place where you can grow without judgement. It’s a place where you can laugh and just have fun. But it is also a place where you can learn and experience new things, and slowly grow your wings so you can fly on to your next future adventure.”

Mikayla, former Employment Program participant

MESSAGE FROM EXECUTIVE

Message from Melinda Noyes, Executive Director, Chrysalis

As Chrysalis strives to ensure that all individuals with developmental disabilities are included in our community every single day, our participants and dedicated staff show up with their best foot forward. Whether that means working on a resume or interview skills, volunteering at a local food bank, or participating in culinary and art programs, we ensure that people attending our programs are engaged and involved. People are set up for success.

I'm honoured to lead this organization that has been so prominent in pushing the boundaries of inclusion and diversity in the Calgary and Edmonton communities. We are so grateful to Chrysalis participants, families, supporters, donors, employers, and volunteers who make our lives richer with every connection.

With a new strategic plan underway, we are all very excited to build on our success and to bring new energy to the sector. With so many opportunities ahead, our future is looking very bright!

Melinda Noyes, Executive Director

“For nearly 60 years, Chrysalis has empowered thousands of people with disabilities to pursue meaningful employment and greater independence in contribution to Edmonton and Alberta economies. Through practical supports and strong partnerships with local employers, Chrysalis always delivers results for the families they serve... Their innovation in art, culinary, and culture help set them apart. When we remove barriers and focus on ability, we strengthen our workforce in our country.”

The Honourable Billy Morin, P.C., M.P., Edmonton Northwest, stated in the House of Commons in February 2026

MESSAGES FROM SOCIETY & FOUNDATION BOARDS

Message from the Chrysalis Society Board

This has been a year of great growth and opportunity for Chrysalis. The Society Board came together to develop a new strategic plan for 2026-2029, which was a positive experience of envisioning the future of the organization, especially with so many new and emerging leaders on the Chrysalis team.

Our vision is a society where people with disabilities belong and are accepted as valued and respected individuals who contribute to our community. We extend our gratitude to program participants, staff, and the community for their support and engagement with this exciting time at Chrysalis.

We are looking forward to the next three years of ongoing program development, community growth, and positive change that ripples out beyond our organization.

Message from the Chrysalis Foundation Board

The Chrysalis Foundation Board is proud to support work that empowers people with disabilities to be visible members of our community who make incredible contributions each and every day. We are so excited for the organization at this transformative time.

Chrysalis has a lot of ambitious goals for the future, to continue to build empowering spaces for the people who access these programs. This organization demonstrates what is possible when there are accessible opportunities for people with disabilities, and how this brings a positive impact to our communities.

Thank you to every individual and organization who has volunteered, donated, partnered, and sponsored. Your contributions truly change lives and help build a strong, accepting society in which every individual is valued.

PROGRAMS & SERVICES

Community Access Program

Calgary and Edmonton

Our delivery model and focus on human-centred design supports participants to discover and leverage their unique strengths and talents.

Programs take place at Chrysalis as well as community spaces for recreation and leisure, volunteer opportunities, and special events to build community connections.

- Life skills and academic support
- Fitness and recreation
- Creative arts
- Volunteering in the community
- Health, safety, and wellness



Employment Program

Edmonton

In our Edmonton Employment Program, we support both job seekers and employers.

For job seekers, we offer one-on-one job coaching and group workshops to learn and develop skills.

- Personal development workshops
- Job interview practice and support
- Building a resume and cover letter
- Mentorship, job shadowing, and work experience

“At Fortis, we’re really committed to creating an inclusive environment. We want everyone to feel respected with a real sense of belonging. We want people to come to work and feel like they belong to a larger family. We truly appreciate that each person has a unique experience, perspectives, and we value what those things bring to our organization.”

Brad Johnson, Fortis Alberta



Programs by the Numbers

April 1, 2025–March 31, 2026

PROGRAMS

CALGARY

71

Participants in
Community
Access

6

Participants in
Employment

EDMONTON

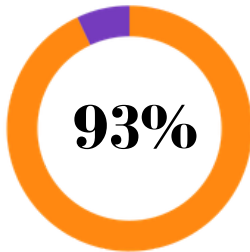
102

Participants in
Community
Access

201

Participants in
Employment

GOALS



Of all goals that participants set across Chrysalis programs, 93% were achieved



Of all social inclusion* goals set by participants, 100% were achieved

*In programs supported by PDD funding, “social inclusion” refers to building natural relationships, accessing everyday community resources, and engaging in recreational or cultural activities

EMPLOYMENT

351

Skill development
workshops
hosted in the
Employment
Program

13,640

Hours of
supported
employment at
Chrysalis
contract sites

49

Participants
gained
independent
employment

SOCIAL ENTERPRISE



Chrysalis Woods & Plastics

Founded in 1975, Chrysalis Woods and Plastics manufactures high-quality, custom-made products to fit your unique needs.

Chrysalis Woods and Plastics is a social enterprise owned by Chrysalis: An Alberta Society for Citizens with Disabilities. Profits earned by the Woods and Plastics divisions are donated back to Chrysalis to support programs, innovation, and infrastructure.

Chrysalis Woods has been producing quality wood products to meet our customers' unique needs. Crafted with care, our wood products blend sustainability with expert craftsmanship.

Chrysalis Plastics manufactures high-quality plastic and blow mold products for companies across Canada.



IMPACT

Fund Development and Community Building

April 1, 2025–March 31, 2026

DONATIONS

\$133,700

Raised in
donations

278

Donors

GRANTS

\$250,000

Raised in
grants

18

Grants

EVENTS

27

Events

2,935

Attendees

\$20,500

Sponsorship

Events include Chrysalis Connects networking in Calgary and Edmonton, signature fundraisers, and community events at Chrysalis locations.

VOLUNTEERS

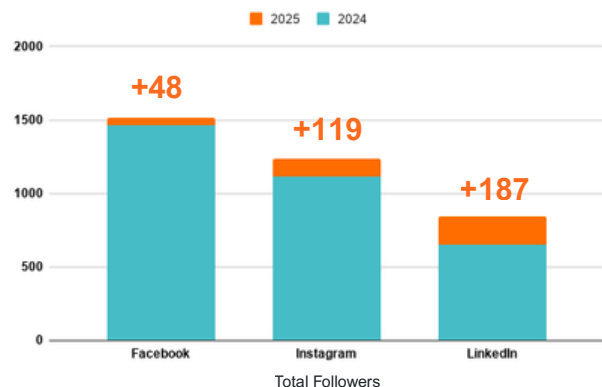
49

Volunteers

In 2025, Chrysalis hired a volunteer coordinator to build a dedicated volunteering program for the organization. Engaged volunteers support our programs, events, and maintenance projects in our indoor and outdoor spaces.

SOCIAL MEDIA

Thank you so much to everyone who followed us on social media to learn more about Chrysalis programs and events!



THE DIFFERENCE YOU MAKE

Chrysalis has done important and impactful work in Alberta for over 50 years. We have seen so many changes in our community over this span of time, and we have continuously evolved to meet the needs of adults with disabilities. From this strong foundation, we have a lot of ambitious goals for the future of Chrysalis, to continue to build accessible, empowering spaces of opportunity for people with disabilities.

Get Involved with Chrysalis

Donors and Sponsors	Supporting Chrysalis is more than a donation—it's an investment in a world where people with disabilities are empowered and embraced.
Monthly Giving	When you give each month, you create stability that fuels independence, strengthens skills, and expands access to meaningful work, creative expression, and connection.
Volunteering	Volunteers are the heart of our mission. Whether you're helping directly in programs or supporting events, your involvement makes a meaningful impact on the lives of people with disabilities.
Partner with Chrysalis	Partner with us to create meaningful change for individuals with disabilities. Financial contributions, team volunteer engagement, hosting a fundraiser or event, and in-kind support all drive impact.
Strategic Giving	Contact our Fund Development team about creating a gift in your will, donor-advised funds, gifts of securities, memorial giving, and more.

Interested in learning more? Contact our team at funddevelopment@chrysalis.ca or visit chrysalis.ca

CONTACT US

Chrysalis Edmonton

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Land Acknowledgement

Chrysalis respectfully acknowledges that we are located on Treaty 6 and Treaty 7 Territory, the ancestral home of Cree, Saulteaux, Blackfoot, Nakota Sioux, Tsuut'ina, Stoney Nakoda, and Métis peoples, whose presence continues to enrich our vibrant community.