



ANNUAL REPORT

2024





*“Conflict is not a breaking point —
it is a point of possibility”*



Introduction

The ADR Institute of Alberta (ADRIA) is a registered not-for-profit organization that serves as a source of Alternative Dispute Resolution information, resources, and expertise in Alberta.

ADRIA is the professional membership body for mediators, arbitrators, adjudicators and other Alternative Dispute Resolution (ADR) practitioners in Alberta. As a regional affiliate of the ADR Institute of Canada, ADRIA recommends candidates for the nationally-recognized professional designations of Chartered Arbitrator (C. Arb), Chartered Mediator (C. Med), Chartered Mediator-Arbitrator (C. Med-Arb), Qualified Arbitrator (Q. Arb), Qualified Mediator (Q. Med), Qualified Mediator (Family) (Q. Med (Fam)), Qualified Adjudicator (Construction) (Q. Adj (Const)).

ADRIA also trains mediators and arbitrators and provides advanced specialized training.

Our organization houses a Directory of ADR Professionals with verified qualifications. Members of the public can access the Directory to search for mediators, arbitrators, adjudicators, restorative justice professionals, etc., trained for specific areas of practice. In addition to possessing verified credentials, the ADR Professionals in our Directory are members of both the ADR Institute of Alberta and the ADR Institute of Canada, are bound by a Code of Ethics, and are subject to a complaint resolution process.

We have a 30-year history as a leader in Alberta Mediation and Arbitration. Formally a part of Alberta Arbitration and Mediation Society (AAMS), ADR Institute of Alberta became incorporated under the Societies Act in 2012.

Board of Directors

2024/2025

Stephen Carter Edwards – President

Lauren Bartlette – Vice President

J.B. Isaacs – Treasurer

Jill Mason – Secretary

Dora Dang – Director/ADRIC Representative

Larissa Brell – Director

Aziz Bootwala – Director

Kevin Magill – Director

Bridgit Kong – Ad-Hoc Director

Staff

2024/2025

Arifa Virani – Acting Executive Director (effective November 1, 2024)

Lynn King – Executive Director (to October 31, 2024)

Karen Sommerfeld - Finance

Jillian Young – Education Program Consultant

Brenda Davidson – CAMVAP Provincial Administrator

Contracted supports:

Britt Dorland – Membership Services Coordinator & Executive Assistant

Arifa Virani – Marketing & Communications Consultant (to November 1, 2024)

Tammy Borowieki – Professional Development Consultant

President's Report 2024

Stephen Carter-Edwards



ADRIA's Annual General Meeting is the opportunity to report on the past year, give a glimpse into the year ahead, and to thank members, volunteers, staff, the board and the executive.

Two years ago, ADRIA went through several positive changes: a new office, a new executive director, several new board members and changes to the executive. Last year saw an interim executive director appointed and small board changes. The strategic plan is in place, and now it is implementation time!

The present times, I do not have to remind you, are chaotic. The ADRIA office is run by excellent part-time staff and a very dedicated interim executive director. This staff, our ED, volunteers and the volunteer Board are tasked with operating ADRIA day to day, including the many programs, training, accreditation, rosters, etc. This dedicated group provides membership value, including managing roster opportunities, mentoring, vendor discounts, networking, and the list goes on.

So, I want to thank:

Our volunteers: Thank you to the many ADRIA members who volunteer to support this organization. You provide your time and talent on committees, and when asked to provide your specialized expertise, you're there for us. Thank you all for being part of the ADRIA community. Your contributions are deeply appreciated.

ADRIA staff keep the machinery of our organization moving and advancing. Membership services, accounting needs, marketing, public and private training development, and offerings. On behalf of the Board and members, please accept our gratitude. You keep our organization running and successful. Thank you.

ADRIA extends thanks to Lynn for her work in our organization over the past year and especially her contributions related to grants.

Thank you to my fellow Board members. You are a committed, insightful, smart, and great bunch of people to work with. It has been a privilege.

Arifa's report will give details about operations. We look forward with both anxiety and hope for the year ahead, and we welcome the involvement of members on our many committees. Stay tuned and stay in touch.

I am looking forward to introducing more in-person events, including hopefully ADRIA's 2026 AGM – it is time to put You Know What behind us.

I will conclude with a promotional pitch for the ADRIC 51st AGM and conference in Vancouver, October 23 to 24. Hope to see you there.

Governance and Human Resources Committee

Lauren Bartlette (Chair)



The Governance and Human Resources Committee is a Standing Committee of the ADRIA Board of Directors. Our committee supports the work of the Board with our mandate to:

- Identify strategies and actions for building and strengthening the Board's capacity in the area of Board Governance.
- Identify strategies and carry out the annual actions for Board Director Nominations as well as the ADRIC representative.
- Identify strategies and actions in support of Human Resources-related activities in support of the Executive Director, including the development of annual deliverables, annual performance evaluation, compensation, and succession planning.
- Support other initiatives as may be assigned by the Board from time to time to ensure effective governance practices.
- Intentionally align committee activities with ADRIA's commitment to equity, diversity and inclusion.

For the 2024-2025 term, the Committee focused on:

- Preparation for the AGM
- Enhancing potential Board education and orientation content and opportunities
- Assessing existing and potentially new subcommittees
- Exploring possibilities for a Risk Management and Legal Committee
- Ensuring strategic alignment with our 2024 Strategic Plan

Members of the Committee for 2023-2024 included: Lauren Bartlette, Larissa Brell, Dora Dang, Jill Mason and Kevin Magill. The Board President and Executive Director served as ex-officio members.

Finance, Audit and Risk Committee

Aziz Bootwala (Acting Chair)



The Finance, Audit and Risk Committee is a Standing Committee of the ADRIA Board of Directors. Members of the Committee for 2024-2025 included: J.B. Isaacs (Chair), Bridgit Kong and Aziz Bootwala. The Board President and Executive Director served as ex-officio members.

Our committee is charged with the following responsibilities:

- To provide advice and support to the Treasurer for overseeing the accounting and financial reporting processes of ADRIA, including the audits of the financial statements of ADRIA.
- To develop a risk management framework for the organization; review, monitor and evaluate the effectiveness of ADRIA's risk management and internal control framework.
- To make recommendations to the Board regarding the sustainability of the organization.

- In this fiscal year, the committee continued to work on incorporating the Terms of Reference for our work that was approved on August 23, 2024.
- Together with the Acting Executive Director, we reviewed and approved the preparation of the organization's annual budget cycle. In the coming term, we will continue work on the development of a risk management framework as we support the Board in governance responsibilities.

Executive Director Report

Arifa Virani, Acting Executive Director

As we reflect on the past year, I am excited to share the achievements, challenges, and milestones that have defined ADRIA's journey in 2024.

Highlights of the Year

This year, with a theme of Growth and Transformation, we:

- Secured two major grants, the Alberta Law Foundation Grant which is a two-year grant and the Ministry of Justice Community Justice Grant. These grants will allow us to expand our team by hiring talented individuals to help further our institutional goals and objectives, establish mentorship for new mediators and optimize our website for improved functionality.
- Strengthened interdisciplinary collaborations, ensuring that our work remains both relevant and attuned to the those we serve.
- Invested in the next generation of ADR practitioners.

Each success stands as a testament to the collective efforts of our staff, Board, partners, volunteers and the broader community who believe in the transformative potential of ADRIA.

Navigating Transition

Like many organizations, we experienced a leadership change. Lynn transitioned from the role of Executive Director effective October 31st, 2024 to work in a consultant capacity. I was honoured to fill the role of Acting Executive Director effective November 1st, 2024 to present. With intentional consideration and thoughtful navigation, a handover was completed with a focus on minimal disruption to our services and program delivery.

Looking Ahead

As we move into 2025, we are inspired by the opportunity to:

- Focus on building a strong, cross functional team that enables ADRIA to better serve our members, stakeholders and Albertans seeking ADR services, training and information.
- Capacity-building efforts, such as investing in leadership development across our organization.
- Strengthen, grow and add value for our membership.
- Launch a Mentorship Program for new and aspiring mediators.

Volunteers continue to be an important and significant part of ADRIA's successes and we encourage all members to join our collective and take part in the initiatives that help us build a stronger future for ADR in Alberta and beyond.

I extend my gratitude to all who have contributed to our progress this year- our members, our talented staff, our dedicated volunteers, our stakeholders and partners and our Board of Directors. Together, we are building a more vibrant ADR community in Alberta.



Arifa Virani

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Our commitment to continuous learning, critical inquiry, and collaboration will guide our next chapter.

We remain steadfast in our pursuit of excellence, equity, and impact.

ADRIA Family Committee

Diana Lowe (Chair)

As was reported in our 2023-24 Annual Report, the ADRIA Family Committee has been revived, making it possible for ADRIA to play a more proactive role in this important area of practice.

The purpose and mandate of the Committee have been defined in our Terms of Reference as:

- Work together to create and maintain an effective forum for sharing and exchange of information relating to the field or practice of Family Mediation in Alberta.
- Identify current or future issues of interest and/or potential impact to the field or practice of Family Mediation in Alberta.
- Make recommendations to the Executive Director and Board of Directors for promoting, advocating or collaborating with stakeholders in addressing arising issues, upholding the principles of ethical family mediation practice, developing resources and support for practitioners and/or furthering the aims of family mediation practice in Alberta.
- Actively engage in Committee agreed projects and initiatives.
- Support system transformation underway (e.g. Family Justice system).
- Consider and provide advice on family matters when requested by the Board.

During the past year, ADRIA successfully sought a Ministry of Justice Community Justice Grant, focusing in part on the Ministry's Family Justice Strategy, and the need for mentoring of new family mediators to respond to the growing call for mediators to assist families to address their family matters. The grant has also allowed improvements to the ADRIA website, and in turn to our ability to communicate and exchange information.

The Committee hosted a Family ADR Joint Stakeholder Working Group meeting with representatives of a number of family ADR organizations to discuss the Ministry's Family Justice Strategy and identify shared questions to be discussed with the Ministry, to ensure clarity for our respective members and for the public. Representatives of ADRIA participated in direct meetings with Managers in the Ministry and in the Roundtable sessions hosted by the Ministry, to provide feedback and obtain clarity about the Family Justice Strategy.

The ADRIA Family Committee developed an information sheet to provide members and the public with an understanding of the Ministry's Family Justice Strategy, its four mandatory requirements—including the requirement to participate in an Alternative Dispute Resolution Process. This information sheet is available on the ADRIA website and in print format.

In addition to supporting the current system and opportunities for family mediation, the ADRIA Family Committee also supports the ongoing work to Re-imagine the Family Justice System (RFJS). This province-wide initiative is focused on improving outcomes for families by untangling legal issues from the social, relationship, parenting, financial and health needs of families, and helping to reduce the legal, adversarial approach to family matters while ensuring that families have access to supports and skills to address all of these needs. Family mediation has a key role to play in assisting families to reach a good agreement and improve family well-being.

Year in Review

Total Membership: 430

Active Designations from January 1, 2024
to December 31, 2024:

Q. Med.	73
C. Med.	54
C.Med-Arb.	3
Q. Arb.	49
C. Arb.	17
Q.Adj (Const)	16
Full Members	314
Associate Members	94
LINK Members	12
Organizational Members	10
Directory Listings	105

Treasurer's Report

Aziz Bootwala (Acting Treasurer)



The 2024 audited financial statements officially represent the financial position and revenues and expenses of the ADR Institute of Alberta (ADRIA) as at and for the year ended December 31, 2024, respectively, with comparative numbers for 2023.

For 2024, total revenues were \$572,949. This was a \$40,991 decrease from the previous year. This decrease was primarily due to the following:

- ADRIA's primary source of revenue in 2024 was from professional education and training, totaling \$354,609 (62% of total revenues). This was down \$64,065 from 2023. The decrease was primarily due to a \$100,170 decrease in custom training contracts in 2024 and the Construction Adjudication Symposium conducted in 2023 for \$40,760 but not in 2024. This was partially offset by an \$80,428 increase in a higher number of students attending the core training programs.
- ADRIA's second largest source of revenue in 2024 was for alternative dispute resolution business services, which was \$28,703 higher in 2024 compared to 2023. The increase was primarily due to a \$23,849 increase in revenue from ARCANA in relation to the Prompt Payment and Construction Lien Act and a \$10,810 increase in revenue from Canadian Motor Vehicle Arbitration Plan services compared to 2023, partially offset by minor decreases in various other related revenues.

Total expenses were \$547,485 in 2024, a \$6,476 decrease from the previous year. This decrease in total expenses was a result of lower costs associated with the decreased revenues explained above. ADRIA ended the 2024 fiscal year with a \$25,464 positive position of revenues over expenses.

In 2024, ADRIA received a \$25,000 grant from Alberta Community Justice. The grant funds are being used to develop a mentoring program for new and aspiring mediators and to enhance ADRIA's website to provide comprehensive information about options for mediation services. The grant funds were received in March 2024 and the mentoring program and website will be available later this fall.

In 2025, it is recommended that planning be focused on revenue growth by adapting dispute resolution services and training to meet membership needs and changing business and legislative environments.

The Finance, Audit and Risk Committee will continue to monitor the financial position of ADRIA and advise the Board of Directors on financial matters to ensure that the organization can continue to fulfill its professional obligations and commitments.

INDEPENDENT AUDITOR'S REPORT

To the Management of ADR Institute of Alberta

Opinion

We have audited the financial statements of ADR Institute of Alberta (the Society), which comprise the statement of financial position as at December 31, 2024, and the statements of revenues and expenditures, changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Society as at December 31, 2024, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Society in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with those requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Society's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless management either intends to liquidate the Society or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Society's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

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CONTACT

780.448.7317 | 1.844.448.7317 (Toll-Free) 780.448.7300

info@hollp.ca 202B, 1230 - 91 Street SW, EDMONTON, AB | T6X 0P2

WWW.HOLLP.CA

Independent Auditor's Report to the Management of ADR Institute of Alberta *(continued)*

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Society's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Society's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Society to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Edmonton, Alberta
April 30, 2025




Ho LLP
Chartered Professional Accountants


ADR INSTITUTE OF ALBERTA
Statement of Financial Position
December 31, 2024

	2024	2023
ASSETS		
CURRENT		
Cash (Note 3)	\$ 286,980	\$ 157,041
Investments (Note 4)	54,590	52,256
Accounts receivable	11,193	26,472
Interest receivable	330	561
Prepaid expenses (Note 5)	5,369	4,961
	<u>358,462</u>	<u>241,291</u>
TANGIBLE CAPITAL ASSETS (Note 6)	<u>8,399</u>	<u>10,846</u>
	<u>\$ 366,861</u>	<u>\$ 252,137</u>
LIABILITIES AND NET ASSETS		
CURRENT		
Accounts payable and accrued liabilities (Note 7)	\$ 44,317	\$ 21,907
Wages payable	642	815
Goods and services tax payable	6,209	6,135
Deferred revenue (Note 8)	139,257	94,597
Due to related party	46,190	23,901
	<u>236,615</u>	<u>147,355</u>
NET ASSETS		
General fund	<u>130,246</u>	<u>104,782</u>
	<u>\$ 366,861</u>	<u>\$ 252,137</u>

COMMITMENTS (Note 9)

ON BEHALF OF THE BOARD

Signed by:

 _____ Director
6ECF66445AE648E...

Signed by:

 _____ Director
029CF04574244B8...

ADR INSTITUTE OF ALBERTA**Statement of Revenues and Expenditures****Year Ended December 31, 2024**

	2024	2023
REVENUES		
Professional development and education (<i>Schedule 1</i>)	\$ 354,609	\$ 418,674
ADR business services (<i>Schedule 1</i>)	120,767	92,064
Member services (<i>Schedule 1</i>)	88,030	98,109
Investment income	6,559	4,032
Grants and other	2,984	1,061
	572,949	613,940
EXPENSES		
Professional development and education (<i>Schedule 2</i>)	249,650	281,060
General and administrative (<i>Schedule 2</i>)	131,406	109,904
ADR business services (<i>Schedule 2</i>)	73,294	75,150
Member services (<i>Schedule 2</i>)	53,127	43,116
Governance (<i>Schedule 2</i>)	37,561	41,814
Amortization	2,447	2,917
	547,485	553,961
EXCESS OF REVENUES OVER EXPENSES	\$ 25,464	\$ 59,979

Membership Services Report

The Membership Services Coordinator and Executive Assistant continues to support ADRIA members with registrations, dues, and designation applications, while also assisting the public with accessing the ADRIA Directory, Select & Appoint processes, and information on dispute resolution resources.

The role ensures accurate record-keeping, supports designation and membership workflows, and coordinates webinars, meetings, and communications. They also assist various volunteer committees - including Regional Designation Committees, Conflict Resolution Day, ARCANA, and Lunch & Learns - and provide ongoing administrative support to the Executive Director and Board of Directors.

There was an increase in designation applications, due in large part to the new Qualified Adjudicator (Construction) designation.

There were 25 successful designation applications in 2024:

Q. Arb: 5

Q. Med: 3

Q. Adj (Const): 16

C. Arb: 1

2024 Annual Report: Professional Development

Core Instruction Hours	552
Core Courses hosted	16
Students enrolled in Core Courses	152
<ul style="list-style-type: none">• Communications in ADR: 63• National Introductory Mediation: 46• Other ADRIA Courses: 43	
Private Training Instructional Hours	178
Courses	19
Students	397

Learner Sessions:

- February 2024 - Diversity, Equity and Inclusion
- March 2024 - Staying Calm in Mediation
- April 2024 - Ask a Mediator
- May 2024 - The Importance of Pre-Mediation
- June 2024 - Creative Paraphrasing
- October 2024 - Tips for Stage One in Mediation
- November 2024 - Where Do Our Thoughts Come From?
- December 2024 - Mastering the 1% Difference: Elevate your Skills with Fun, Focus and Failure

Education and Training Programs/Private Contracts

Jillian Young

In 2024, we were thrilled to see continued strong interest in ADRIA's core training programs. Our foundational courses remain a key entry point for individuals pursuing professional designations in mediation and arbitration, and it's encouraging to see enrollment numbers holding steady, reflecting a growing appreciation for the value of conflict resolution skills across sectors.

We also experienced increased demand from businesses and organizations seeking customized, in-house training solutions. From frontline teams to HR departments, more employers are recognizing the importance of equipping their staff with practical ADR skills to foster healthier, more resilient workplaces.

This year, we were proud to continue our training partnerships with key organizations, including Alberta Resolution Services (Ministry of Justice), and foster new relationships with organizations such as CASA Mental Health and the City of Calgary's Human Resources department, among many others. These collaborations allow us to deliver specialized, high-impact training that supports the professional development of mediators, managers, and frontline staff across the province.

At the heart of our work is a steadfast commitment to leadership in the field of Alternative Dispute Resolution. We strive to deliver high-quality, relevant, and accessible training for aspiring ADR professionals while also supporting the broader community of learners seeking to strengthen their conflict-resolution capabilities.

None of this would be possible without the talent, dedication, and passion of our incredible trainers, coaches, and contractors. We're deeply grateful for the expertise and energy they bring to every course and coaching session. Their contributions help shape the learning experience for all ADRIA students and continue to build the capacity of the ADR field across Alberta and beyond.

As we look to the future, we remain excited about the opportunities ahead and committed to empowering individuals and organizations with the tools to resolve conflict constructively and collaboratively!

Lunch & Learn Portfolio

The Lunch & Learn portfolio delivered 4 successful Lunch & Learn events in 2024. Registrations tend to run in the 80-130 range, with the majority of the registrants attending live. The events are recorded and placed on the website for future access by attendees and our Members at their convenience.

Topics are either craft, specific to the field (professional development) or non-craft (not specifically related to the field; for example, workplace harmony, personal development, leadership techniques, topics running parallel to being a professional/practitioner).

The Lunch & Learn sessions have garnered strong interest, as reflected in high engagement across social media platforms such as LinkedIn and Facebook, along with high email open rates. There is a clear demand for the speakers and subject matter being sourced. We prioritize inviting accomplished speakers who are recognized experts in their respective fields. The goal is to deliver content that is timely, relevant, and enriching for both Members and the broader audience.

Topics in 2024:

- November 13, 2024 - From Resistance to Resilience – The Truth About Men's Mental Health
- April 17, 2024 - Beating Burnout: How to Do Good Work & Feel Good Doing It
- February 28, 2024 - Elevate Your Professional Presence. Unleashing the Power of LinkedIn
- January 21, 2024 - The Magic Combination of Mediation and Workplace Restoration

CAMVAP

Brenda Davidson

Canadian Motor Vehicle Arbitration Plan (CAMVAP) is a national program that consumers can use to resolve disputes with a manufacturer about alleged defects in vehicle assembly or materials, or how the manufacturer is applying or administering its new vehicle warranty. Disputes are resolved through binding arbitration. CAMVAP covers most domestic and imported passenger cars, light trucks, sport utility vehicles, vans, and multipurpose passenger vehicles purchased or leased in Canada, as long as the vehicle is the current model or one of four previous model years.

I continue to administer the CAMVAP Program on behalf of ADRIA, for Alberta and the Northwest Territories, and work to ensure that the consumer and the manufacturer are treated fairly and equitably throughout the arbitration. I respond to inquiries, process claim forms and applications for arbitration, schedule hearings and technical inspections and communicate the results of hearings to the parties. I work with consumers, manufacturers, technical inspectors and arbitrators in the Program.

In 2024, I received 348 new inquiries from consumers. 42 cases were arbitrated.

ARCANA

Kevin Magill (Chair)

2024 saw ARCANA move into its second year of operation, with an increase in disputes being brought to adjudication, a clear sign that the industry is adapting to the dispute resolution mechanism under the Act. During this period, the roster of qualified adjudicators grew from 9 to 14, with an even split of lawyers and non-lawyers, a requirement under the agreement with Service Alberta. The disputes brought to adjudication have also increased in size, and this trend has led to an increase in ARCANA's revenue. The Government of Alberta has now enacted Bill 30, and as such, public works projects now fall under the prompt payment requirements, however, adjudications are capped at \$200,000.

ARCANA continues to promote construction adjudication, and in this respect has conducted several 'lunch & learn' sessions both in-person and online, to a variety of audiences including the Alberta Architects Association (AAA), and the Construction Specification Canada (CSC) Edmonton chapter, as well as regional construction associations, law firms and other professional consultants. The 'Working Group', being a group of volunteers, continues to provide administrative support to ARCANA, to run the Lunch & Learns, provide newsletter updates, interpret legislative amendments, and generally review adjudication trends in other jurisdictions.

ARCANA is grateful to the Working Group members Barrie Marshall, Stephen Carter-Edwards, Kevin Magill, Jerry Crawford and Paul Conway for the time donated. ARCANA and the Working Group also acknowledge the support it receives from staff members of both ADRIA and RICS.

ARCANA also provides its adjudicators with Continuous Professional Development (CPD) opportunities and runs CPD sessions quarterly. These sessions are open to all delegates who have completed construction adjudication training conducted by ADRIA-RICS and have been well attended.

Overall, with public works projects coming into the construction adjudication fold, and following trends experienced in other jurisdictions, such as Ontario and the UK, ARCANA is expecting an increase in disputes being brought to adjudication, and with an increase in qualified adjudicators, it is well placed to handle this increase in 2025 and beyond.

STRATEGIC PLAN

2024 - 2027



Alberta's Professional Association for Mediators, Arbitrators, Adjudicators & ADR Practitioners.

VISION

ADRIA is recognized as the leader in ADR process in Alberta and is the go-to organization for ADR advice and guidance, training, networking, and access to top professional practitioners. We work closely with our valued partners to ensure Alberta ADR practice is current, effective and inclusive. We strive to understand the needs of our membership and will add high value to their paths in ADR. We will seek diversity throughout our membership to ensure representation of the many voices found in our Province.

MISSION

We provide education, resources, accreditation and services for ensuring capable and qualified ADR processes for our members and for the public.

VALUES

How we work together, alongside our members and partners is important to ADRIA.

- **Collaboration:** We will only be stronger working closely together (Board, members, partners) to further the reputation and impact of ADR process in Alberta.
- **Leadership:** We will provide support to all those seeking clarity into ADR, and advocate for the benefits of ADR process throughout the Province.
- **Uncompromising Ethics:** We uphold the highest of ethical standards in how ADR work is conducted throughout Alberta.
- **Accountability:** We will have clear goals for our work as an organization and clear measures of success to report back to the membership.
- **Diversity, Inclusion and Equity:** We respect the diversity of our community and value inclusion of all opinions, perspectives and experience in our day-to-day business.

STRATEGIC GOALS

1. Strengthen and Grow our Membership

- Increase member communication and transparency
- Know who our members are and understand where they see value in ADRIA
- Ensure strong membership services and professional development
- Provide ample opportunity for our members to become involved in ADRIA business

2. Create Smart Alliances and Partnerships

- Communicate, collaborate and partner with organizations and affiliates in our common goals

3. Promote and Support ADR throughout Alberta

- Advance ADR regulation
- Promote awareness of ADR services in Alberta
- Increase exposure and access to our members
- Develop and expand training and access to development programs

4. Ensure a Strong Future for ADRIA

- Explore and develop new evolving ADR processes and markets
- Refresh organizational foundations and structures
- Develop sustainable revenue streams