

Leadership

Saskatoon



2021-2022
ANNUAL REPORT



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INTRODUCTION

We acknowledge we are on Treaty 6 Territory and the Homeland of the Métis. We pay our respects to the First Nation and Métis ancestors of this place and reaffirm our relationship with one another.

Leadership Saskatoon is committed to making our events inclusive, diverse and welcoming for all people in our community.

Since 2000, Leadership Saskatoon has been offering a community leadership development program in Saskatoon. We have a network of over 500 graduates from all sectors in the community and a host of volunteers who have served as facilitators, coaches, mentors, board and committee members. Each year we bring together a group of people from the public, private and non-profit sectors. Our ten-month leadership program offers a dynamic and challenging opportunity to learn more about oneself and about leadership in the context of Saskatoon's vibrant and diverse community.

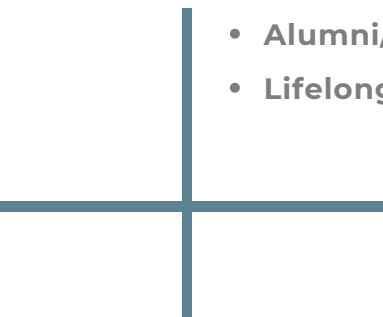
MISSION

Leadership Saskatoon's mission is to develop effective, collaborative leaders by building awareness, understanding and education to inspire involvement in building and inclusive community.

VISION

A community of leaders committed to making Saskatoon the best place in Canada in which to live, work and raise a family.

CORE VALUES

- Diversity/Inclusion
 - Collaboration
 - Alumni/Citizen Engagement
 - Lifelong Learning
- 



REPORT FROM THE BOARD CHAIR & EXECUTIVE DIRECTOR

The year 2021-2022 was a time of renewed excitement with the return of in person learning and events at Leadership Saskatoon. The staff and volunteers at Leadership Saskatoon took on the challenges associated with ever-changing public health directives without compromising the quality of the support we provide for leaders in our city.

Highlights of the year include:

The Staff and Board of Directors joined together for two one-day in person strategy meetings. One of the outcomes of those meetings was the development of a partnerships and fundraising plan for Leadership Saskatoon.

We were able to celebrate our flagship leadership program graduation in person for the first time since 2019. It was an exciting day for everyone, especially for our special guest and speaker Mayor Charlie Clark.

The Lunch and Learn program remained well attended providing much needed support on-line to community leaders from all sectors. Topics included: Leading Change in Unprecedented Times, Cultural Intelligence – Identifying & Exploring Unconscious Bias; Three Critical Foundational Behaviours of Leadership and, Leading & Including People with Disabilities.

REPORT FROM THE BOARD CHAIR & EXECUTIVE DIRECTOR - CONTINUED

We could not have built the leadership capacity of our city without our funders and volunteers. We are grateful to our founding partners, the Greater Saskatoon Chamber of Commerce, the University of Saskatchewan, and the Saskatoon Community Foundation who continue to highlight the critical importance of leadership in our business, non-profit, charity, and educational sectors. Thank you to our Board of Directors and Volunteer Facilitators, Coaches, Presenters, Mentors, Committee Members and Staff Team for your unwavering support of Leadership Saskatoon, and to our Alumni and Sponsors.

The end of 2022 was bittersweet as we said congratulations to our Program Director Tracy Stephenson on her retirement. Tracy was a valued member of our team for nearly 8 years and wore her leadership heart on her sleeve everyday she represented Leadership Saskatoon. Tracy was an instrumental part of our team as we quickly and successfully made history with our first on-line program. Now as we move forward and in honour of Tracy's famous mantra to participants...we will "trust the process...".

The past year has brought about yet more change. Leadership Saskatoon is honoured to support our leaders as they continue to navigate change and the adapt to new challenges.

Yours in Leadership,

-Kari McCaffery, Chair of the Board & Sheri Hillestad Smith, Executive Director

PROGRAM REPORT

The Class of 2022, consisted of 25 participants. The 2021-22 Leadership Program kicked off with orientation, followed by a two-day retreat which consisted of an opening circle facilitated by Julie Ann Wriston, "Who Am I As A Leader" with Jenn Minor Johannson, "Unlocking Mindsets" with Carolyn Hoessler and Bill Brooks. Then the weekend wrapped up with Malvina Rapko presenting "Exploring Inclusive Leadership through Cultural Intelligence".

At the October Challenge Day, leaders explored their core values and strengths with Marielle Gauthier. In the afternoon, leaders practiced Deep Listening, asking Powerful Questions and Challenging the Process with Tressa Kokonas, Brian Hoessler and Tracy Stephensen.

The cohort was introduced to MBTI with Jolene Watson in November. Then in December, leaders were led through the Open Space Technology Process by Diane Fletcher as they formed their learning teams. Marielle Gauthier later presented on how leaders' purpose and vision statements can help support them as leaders.

The January Challenge Day featured Ruth Kinzel presenting on exploring teams and the phases teams go through as part of their development and leaders met their mentors for the first time. In the afternoon, learning teams met with their coaches: Jackie McConaghy, Jordan Hamel, Shad Ali, Kathleen Ozmun, Tracy Stephensen and Marielle Gauthier to develop their learning team charters. In February, Glenda Ball debriefed the Leadership Practices Inventory 360° Assessment with leaders. In the March Session, Betty Mutwiri explored Inclusive Leadership with the cohort, in the afternoon Liz Duret presented Dancing with Diversity.

PROGRAM REPORT-CONTINUED

Knowledge Keeper Lyndon Linklater spoke to the cohort In April, then in the afternoon Arin Jorgenson, Jessica Wasylynka and Tracy Stephehsen presented on Exploring Storytelling and Leading Change. At the May Challenge Day, Ruth Kinzel lead the cohort through Navigating Conflict: The importance of Emotional and Social Intelligence.

The June Challenge Day & Graduation brought our 10-month program to a close. Learning Teams presented in the morning and graduation was held in the afternoon. Jenn Minor Johansson gave the Keynote Address. Jayesh Changela was Emcee and Jared Francais was Valedictorian. Nancy Lautner was the recipient of the 2022 Don Ravis Leadership Saskatoon Alumni Award.

Much of Leadership Saskatoon's growth comes from the impressive support of our volunteers. We are grateful to all our facilitators and coaches for their help in making our program such a success.

Tracy Stephensen retired from Leadership Saskatoon in June of 2022. We want to thank her for her dedication to the program and how many participants she has helped through their 10-month journey and beyond.

-Cassie Josephson, Communications Director

MENTORSHIP SUB-COMMITTEE REPORT

On behalf of the Mentorship Sub-Committee, I am pleased to provide our annual report. We are very grateful to the community leaders who offered their time, wisdom, and experience to program participants. We introduced 11 new mentors to the program and 14 returning mentors.

Every fall, the Mentorship Sub-Committee works hard to make great matches based on information gathered from both participants and mentors. Early in January, mentors and participants met for the first time through an online event. Sub-committee representatives were updated regularly on how the relationships were progressing and it was evident many strong connections had been made.

The Sub-Committee also hosted two events; one for mentors and the second for both mentors and mentees. The events provided an opportunity for networking between mentors, mentees, Sub-Committee members, and Leadership Saskatoon staff.

At the end of each year, we survey the mentees on their mentorship experience. The survey results confirmed that connecting program participants with community leaders continues to be an important component of the program.

We are very appreciative of the Leadership Saskatoon Staff for the great support they extended to the Mentorship Sub-Committee throughout the year.

-Manda Graham, Chair of the Mentorship Sub-Committee



Graduation Challenge Day



Past & Present Leadership Saskatoon Staff and volunteers



Mentors and Mentees at the Mentorship Networking Event



December Challenge Day

LUNCH & LEARN COMMITTEE REPORT

The Leadership Saskatoon Lunch & Learn program has been offering quality leadership programming to the broader Saskatoon community for 15 years. Initially, presentations were focused on professional development and support for Executive Directors and Managers working in non-profits and charities. These free brown bag lunch sessions offered expert and peer advice facilitated by community volunteer Cheryl Dougan on the “What” and “How” of leading and managing community-based organizations.

Since then, the program has evolved and stayed current, reflective of the community needs at large. Last year was a very challenging year with the decision to host all presentations online through the use of Zoom technology. This move required additional time to plan and coordinate the program as a whole and ensure a high quality offering to our audiences.

In spite of this year’s many challenges, the noon hour events continued to bring together a diverse group of leaders to discuss and challenge each other on current issues. Our program demographics showed our audiences were comprised of graduates of the formal Leadership Saskatoon program, leaders from community-based organizations and for-profit business, entrepreneurs and corporate executives. Together we learned from each other, networking and connecting with peers virtually.

While the 2021-2022 Lunch & Learn presentations continued to provide opportunities for attendees to learn and grow as leaders, they also offered presenters a welcoming environment to take risks and play with the new presenting and facilitating technology. The 2021-2022 programming year was a great opportunity to “try out” general leadership concepts in a way not tried before.

The Lunch & Learn program is usually comprised of 5 formal presentation events, offered over the lunch hour, from September to June, except for one usually held in May, the extended Lunch & Learn, which offers a closer look into a more complex aspect of an evolving challenge or topic. Since its inception in 2007, the volunteer committee that organizes the program has produced and hosted approximately 95 presentations for the Saskatoon leadership community.

LUNCH & LEARN COMMITTEE REPORT - CONTINUED

This year, we had a few hiccups and lost a facilitator just before a presentation; however, by and large we had yet another successful season of quality leadership programming focused on the needs of our community's citizens. Our entire program is viewed through an EDI (Equity Diversity Inclusion) lens - this connects the Lunch & Learn programming to that of the larger Leadership Saskatoon program.

As Chair of the 2021-2022 Lunch & Learn Committee, I would like to thank and celebrate my fellow volunteers, Dinny Holroyd, Erin Bentley, Celeste Whipp, and Sanjukta Choudhury, as well as the Leadership Saskatoon staff (Sheri, Cassie, Tracy). Thank you to everyone for pulling together and creating an amazing program during yet another difficult time in our community's history. Once again, everyone stepped forward to meet the challenges we had been presented, increasing the professionalism and ease of access to our programming online, adapting technology on the fly, and refreshing the Lunch & Learn event experience for our attendees.

We are proud of the work our committee completed in the 2021-2022 Leadership Saskatoon year. One thing I would like to suggest: Leadership Saskatoon needs to invest in greater and wider marketing of these events as they could be an excellent source of new partnerships for LS.

The entire committee recognizes and applauds TD Financial for their financial sponsorship and commitment to the 2021-2022 Lunch & Learn series.

Finally, special thanks to our amazing presenters who freely offered their talents to benefit our program and our community. We could not offer such high calibre and expert talent without your incredibly generous gift of your time expertise and experience:

October 26, 2021 - Leading Change in Unprecedented Times: Tracy Muggli

November 24, 2021 - Cultural Intelligence – Identifying & Exploring Unconscious Bias: Malvina Rapko

January 19, 2022 - Three Critical Foundational Behaviours of Leadership: Bill Brooks

March 16, 2022 - Leading & Including People with Disabilities: Celeste Whipp

-Margot Weiner, Chair of the Lunch & Learn Committee

ALUMNI COMMITTEE REPORT

The Leadership Saskatoon Alumni Committee is happy to be moving into 2022-2023 with a new outlook and we are excited to really get back to planning social events and creating opportunities for Alumni to connect and learn. Learning is a big part of what we want to offer, while leaning into the experience and value our Alumni have offer to each other.

Leadership Saskatoon has over 20 years worth of alumni; we are a varied and wise group and as a committee we want to tap into that wealth of experience. The Alumni Committee members, Jolene Zidkovich, Lindsay Adams, Danielle Rudulier, Amanda Martins Barbosa, Kate Cowles, Linda Clouthier, Megan Sraybash Sheri Hillestad Smith, Dave Troesch, and new member Rhonda Miller are excited and energized to explore a new path and hope all alumni will be on the look out for events and take the opportunity to be a part of the sharing and socializing these events will bring.

There were a couple smaller events held in 2022 that had a positive feel to them that we wish to build upon. The committee hosted an event at 9 Mile Legacy on June 15th sponsored by Well Done Mechanical, owned by fellow alumna JoAnne Harpauer-Digneau, it was an opportunity for new graduates to mingle with Alumni and get a sense of the existing network. Drift Cafe also hosted a pre-holiday season social that encouraged attendees to bring non-perishable food items for the Saskatoon Food Bank. Laurie O'Connor and Alison Robertson from the Saskatoon Food Bank and Learning Centre and Leadership Alum, presented about the Food Bank and remind all in attendance why the Food Bank is important to Saskatoon and spoke about their organization's journey with Leadership Saskatoon.

The Alumni Committee was also proud to selected Nancy Lautner as the 2022 Don Ravis Leadership Saskatoon Alumni Award. We as a committee are excited to get started on the process for nominations and awarding a 2023 receipt of the award.

ALUMNI COMMITTEE REPORT- CONTINUED

We, as Alumni are a resource onto ourselves and it is the goal of the Alumni Committee to provide an environment that fosters connections and learning from each other and recognizes and celebrates the contributions our Alumni make to our Community.

-David Troesch, Chair of the Alumni Committee



Alumni Networking Event



DON RAVIS LEADERSHIP SASKATOON ALUMNI AWARD



Leadership Saskatoon was honoured to present the Don Ravis Leadership Saskatoon Alumni Award to Nancy Lautner. Don Ravis presented the award to Nancy at our 2022 Graduation Celebration.

Nancy Lautner is currently on the board of directors of the Nutrien Wonderhub, she is a past board member of the Saskatchewan Early Childhood Association and the Saskatoon Federation of Early Learning. She is the Executive Director and creator of an organization that has 5 Early Learning centres, with 273 licensed spaces, 2 preschools, 2 forest schools, 3 before and after school care programs and 1 summer school age camp program that services over 600 families – The Tykes & Tots Early Learning Centre Inc.

Currently she is taking a Life and Wellness Coach Certification to become a more passionate coach and mentor to not only her management team but to others as well. She has also taken a Reiki certification and will be soon becoming a Certified Yoga Instructor. In addition, she has incorporated many of Leadership Saskatoons teachings by including it in her workplace's regular professional development for their educators. This includes Myers Briggs Type Indicator, the 360 review, and the 5 principles of a good leader – and, she is often saying it's the process not the product. She is a huge proponent of leadership development for her staff and those around her.

FINANCIAL REPORTS

Leadership Saskatoon Inc.

STATEMENT OF FINANCIAL POSITION

as at June 30, 2022

Unaudited

	<u>2022</u>	<u>2021</u>
ASSETS		
Current Assets		
Cash	\$ 65,342	\$ 85,021
Term deposits (Note 3)	50,075	67,179
Accounts receivable	<u>12,630</u>	<u>4,248</u>
	128,047	156,448
Term deposits (Note 3)	<u>35,858</u>	<u>17,508</u>
	<u>\$ 163,905</u>	<u>\$ 173,956</u>
LIABILITIES AND NET ASSETS		
Current Liabilities		
Accounts payable and accrued liabilities	\$ 1,690	\$ 4,408
Deferred income (Note 5)	<u>10,320</u>	<u>19,250</u>
	12,010	23,658
Loan payable (Note 6)	<u>30,000</u>	<u>30,000</u>
	42,010	53,658
Net Assets	<u>121,895</u>	<u>120,298</u>
	<u>\$ 163,905</u>	<u>\$ 173,956</u>

On behalf of the Board:

Director



Director



FINANCIAL REPORTS

Leadership Saskatoon Inc.

STATEMENT OF OPERATIONS for the year ended June 30, 2022

Unaudited

	2022	2021
Revenues		
Alumni seminar series	\$ 965	\$ 1,735
Donations	3,239	6,147
Donations in kind (Note 7)	2,760	5,870
Founding member contributions	14,150	14,150
Grants	9,250	7,832
Sponsorship	21,750	11,000
Tuition	108,780	76,600
Twentieth anniversary	-	3,410
	<u>160,894</u>	<u>126,744</u>
Operating expenses		
Accounting fees	4,373	4,092
Advertising and promotion (Note 7)	3,416	6,635
Alumni events	691	-
Bursaries and awards	10,065	4,409
Insurance	1,087	1,049
Meetings and conferences	158	-
Office expenses - Schedule 1	6,799	8,064
Professional training	81	7,275
Program delivery costs - Schedule 2	34,385	8,961
Recruitment and volunteers	69	128
Salaries and wages	23,320	22,452
Sub-contracts	76,175	90,988
Twentieth anniversary	-	6,256
	<u>160,619</u>	<u>160,309</u>
Deficiency of revenues over operating expenses	<u>275</u>	<u>(33,565)</u>
Other income		
Interest	1,322	1,836
Government grants	-	17,275
	<u>1,322</u>	<u>19,111</u>
Excess (deficiency) of revenues over expenses	<u>\$ 1,597</u>	<u>\$ (14,454)</u>

CLASS OF 2022



Angela O'Hara-Towler

Azalea Barrieses

Jared Francais (Valedictorian)

Sarah Sliva

Denise St. Pierre

Kelly Gilders-Miller

Cynthia Johnston

Pamela Hutchings

Lauren Kowal

Kristie Schmidt

Janelle Ginter

Pam Coates

Frank Elechi

Jen Smith

Heather Proulx

Navdeep Kaur

Natasha Martynes

Drew Hunt

Caitlin Stickney

Allison Rinas

Karen Neuman

Sydney Milen

Carla Roy

Taylor Willms

Jayesh Changela (Emcee)

St. Paul's Hospital/Emmanuel Health

Global Gathering Place

City of Saskatoon

City of Saskatoon

Saskatchewan Health Authority

Elnce Steel Fabricating Co Ltd.

Saskatoon Council on Aging

The Lighthouse Supported Living

Saskatchewan Health Authority

Affinity Credit Union

Autism Services of Saskatoon

YWCA Saskatoon

City of Saskatoon

Tykes & Tots Early Learning Centre

Saskatchewan Health Authority

City of Saskatoon

YWCA Saskatoon

City of Saskatoon

Autism Services of Saskatoon

Saskatchewan Indian Institute of Technologies

Saskatoon Food Bank and Learning Centre

Saskatchewan Blue Cross

Medavie Health Services West

Crocus Co-operative

Saskatchewan Health Authority

CLASS OF 2022 - LEARNING TEAMS



VOLUNTEERS

Board of Directors

Kari McCaffery (Chair)	Ensero Solutions
Julian Demkiw	University of Saskatchewan
Don Ewles	Saskatoon Community Foundation
Colton Wiegiers	Wiegiers Financial & Benefits
Ken McCullough	Retired
Rhonda Speiss	Western Economic Diversification Canada
Masood Rizvi	NRGene Canada
Alison Robertson	Systems Bright
Willie Birss	Baker Tilly LLP

Mentorship Committee

Manda Graham (Chair)	Affinity Credit Union
Kelly Howey	Retired
Dinny Holroyd	Retired
Jolene Koenders	Saskatchewan Health Authority
Shanna Hansen	Saskatchewan Health Authority
Blaine Phillips	Blaine Phillips Health & Fitness
Donna Hughes	Concentra
Mark Lich	Radius Community Centre
Molisa Stanzeleit	Greater Saskatoon Catholic Schools

VOLUNTEERS

Alumni Committee

Lindsay Adams (Chair)
Danielle Rudulier
Jolene Zidkovich
Amanda Martins Barbosa
Kate Cowles
Megan Sraybash
Linda Clouthier
David Troesch

Saskatoon Friends of Students & Kids
University of Saskatchewan
William Joseph Communication
Cameco
9 Mile Legacy Brewing
Saskatchewan Health Authority
Retired
Cosmo Industries

Program Committee

Tracy Stephensen (Chair)
Julie Ann Wriston
Lorna Callbeck Cross
Cassie Josephson
Dinny Holroyd
Sultan Ali Sadat
Ali Abukar
Arlene Drader

Leadership Saskatoon
Nutrien
People Things Consulting
People Things Consulting
Retired
Saskatoon Open Door Society
Saskatoon Open Door Society
Wyth

VOLUNTEERS & STAFF

Lunch & Learn Committee

Margot Weiner (Chair)

Celeste Whipp

Erin Bentley

Sanjukta Choudhury

Dinny Holroyd

Canadian Mental Health Association

Canadian Council on Rehabilitation and Work

Saskatchewan Cancer Agency

University of Saskatchewan

Retired

Leadership Saskatoon Staff

Sheri Hillestad Smith

Tracy Stephensen

Cassie Josephson

Executive Director

Program Director

Administrative Coordinator



Leadership Saskatoon Staff: Cassie, Sheri & Tracy

VOLUNTEERS

Facilitators & Coaches

Jolene Watson	Clarity Coaching & Development
Malvina Rapko	Cultural Bridges
Bill Brooks	eclecthink
Liz Duret	University of Saskatchewan
Julie Ann Wriston	Nutrien
Betty Mutwiri	Saskatchewan Polytechnic
Marielle Gauthier	Redworks Communications
Diane Fletcher	VADIS Consulting Group
Brian Hoessler	Strong Roots Consulting
Carolyn Hoessler	Higher Education & Beyond
Ruth Kinzel	Kinzel Cadrin & Associates
Tressa Kokanas	Greater Saskatoon Catholic Schools
Tracy Stephensen	Leadership Saskatoon
Jenn Minor Johannson	JMJ Coaching
Glenda Ball	LeadUp Coaching & Consulting
Terry Lowe	Catholic Family Services Saskatoon
Arin Jorgenson	Saskatoon Public Library
Jessica Wasylynka	Saskatoon Public Library
Shad Ali	On Purpose Leadership
Kathleen Ozmun	Crossing Point Coaching & Consulting
Jackie McConaghy	Elevate Leadership Development
Jordan Hamel	Vaccine and Infectious Disease Organization

VOLUNTEERS

Mentors

Julie Ann Wriston
Lawrence Pinter
Linda McMullen
Kelly Howey
Andrea Lafond
Cara Bahr
Cara Spence
Anthony Clark
Irene Sieferling
Jeri-Lynn Johnston
Melanie Legge
Amy Prokop
Nilesh Kavia
Wayne Brownlee
Kevin Pylypow
Ken McCullough
Dorothy Hyde
Mavis McPhee
Steve Shannon
Bill Brooks
Darcie Gerein
Les Morrison
Terry Lowe
Brian Hoessler

Nutrien
PINTER & Associates
University of Saskatchewan
Retired
Meewasin Valley Authority
YWCA Saskatoon
Wellness Wheel Mobile Medical Clinic
Birch Narrows Dene Development
Board Dynamics
STARS Foundation
Federated Co-operatives Limited
Andgo Systems
Affinity Credit Union
Retired
Innovation Credit Union
Retired
Radius Community Centre
Retired
Saskatoon City Hospital Foundation
eclecthink
Saskatoon Public Schools
Delta Point Wireless
Catholic Family Services Saskatoon
Strong Roots Consulting

SPONSORS & PARTNERS

Founding Partners



Sponsors

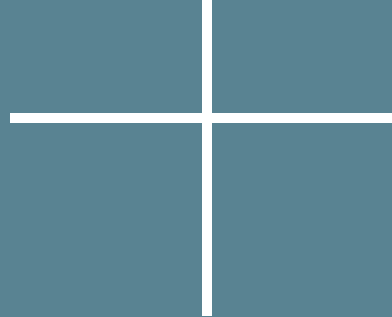


Mr. Don Ravis



Saskatoon





Leadership Saskatoon

Educating Leaders,
Strengthening Community.

Did you know?

Leadership Saskatoon is a registered charity. Donations in support of our program are welcomed, and charitable tax receipts are issued for all donations over \$20.00

Donations can be made on our website at:
www.leadershipsaskatoon.com

You can also designate us as your charity of choice through the United Way!

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