Leadership Saskatoon

2022-2023 ANNUAL REPORT

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INTRODUCTION

We acknowledge we are based in Treaty 6 Territory and the Traditional Homeland of the Métis. As we strive towards a better future, we recognize the importance of Indigenous leadership in guiding us toward a more just and equitable society. We commit to learning from and supporting Indigenous leaders and working together toward a shared future of respect, understanding, and healing.

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

I'm proud to be part of the Leadership Saskatoon ecosystem. Since 2000, Leadership Saskatoon has touched the lives of thousands within the city, through our graduates, through our volunteers, facilitators, and supporters, and through our Saskatoon-focused projects to help understand leadership in our community. I'm proud to be part of Leadership Saskatoon because, as one of the longest-standing leadership "city" programs in Canada, we have helped shape a generation of leaders within the Saskatoon region, and beyond.

This last year of the program has been one of change, some planned, some not, but change that is reflective of the nature of leadership and the resiliency of Leadership Saskatoon. We said goodbye to long-standing members of our system as our Executive Director, Sherri Hillstead-Smith and Board Chair Kari McCaffrey moved on from the program. We welcomed new members to the team by bringing Michelle King on as our Program Director and new members to our board – Blaine Phillips and Tammy Sweeney. We also welcomed our new Executive Director Kimberly Kroll-Goodwin to the program.

Bringing Kim on, with the skills she brought, was a purposeful effort by the board to help ensure the longevity of the Leadership Saskatoon program. Kim exemplified our leadership mandate by bringing new ideas and new ways of thinking, while respecting the roots of our program and growing from within. In the short time she was with us, she helped us better refine our purpose, drastically increase our sponsorship and support, and helped us better solidify Leadership Saskatoon's place in the community.

I say this without hyperbole, I believe our program is one of the strongest, most comprehensive leadership programs around. Each year our program evolves, responding to the needs of our city and the people that comprise it. For example, although diversity and inclusion have been two of the key values of Leadership Saskatoon since its inception, we have evolved to weave equity, diversity, and inclusion (EDI) principles throughout out the program. We do this because we recognize that EDI isn't just a "module" added on to leadership training, today's leaders understand the historic and systemic equity issues that have affected leadership and are prepared to build a community that allows everyone to find their place in the leadership eco-system.

REPORT FROM THE BOARD CHAIR - CONTINUED

Other items of note over the last year; in addition to keeping our program strong, we maintained our enrollment at its peak, taking on as many people in the cohort the program allows. Our Communications Director, Cassie Josephson, helped update our visual identity and general look of all of our communications, important actions to help better communicate the mission and purpose of the program. We were also able to recognize one of our own by awarding Laurie O'Connor with the Don Ravis Leadership Saskatoon Alumni Award. As former chair of Leadership Saskatoon and current Executive Director of the Saskatoon Food Bank, Laurie's commitment to our city is bar none.

We could not have built the leadership capacity of our city without our key supporters, funders and sponsors 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. Most importantly, we recognize that Leadership Saskatoon could not exist without the unwavering and passionate support of our volunteers. Thank you to our Board of Directors and Volunteer Facilitators, Coaches, Presenters, Mentors, Committee Members and Staff Team for your dedication to Leadership Saskatoon.

Sincerely,

Julian Demkiw
Chair, Board of Directors
Leadership Saskatoon

PROGRAM REPORT

The Class of 2023, consisted of 26 participants. The 2022-23 Leadership Program opened with orientation, followed by a two-day retreat which involved of an opening circle facilitated by Elder Florence Highway, followed by Exploring Inclusive Leadership through Cultural Intelligence (CQ) with Malvina Rapko, "Learning Mindsets" with Carolyn Hoessler and Bill Brooks and lastly, "Who Am I As A Leader" with Jenn Minor Johannson. The Leaders learned about the MBTI at the October Challenge Day, facilitated by Jolene Watson. In November leaders attended Part 1 of Marielle Gauthier's session "Foundations of Leadership: Values, Strengths & Core Leadership Practices" in the morning, followed by "Powerful Questions, Deep Listening and World Café" facilitated by Brian Hoessler, Terri Lowe & Tracy Stephensen. December's Challenge Day was hosted at the Saskatoon Indian and Metis Friendship Centre. The morning session was Part 2 of Marielle Gauthier's session, "Foundations of Leadership", followed by an afternoon of "Open Space Technology" by Diane Fletcher as they formed their learning teams. This year, we decided to have a potluck and the staff at the Friendship Centre went above and beyond to ensure our food was hot and ready to eat. At the end of the day, we had a closing circle where we sat with the Executive Director of the Friendship Centre and their Elder and learned about the programs and services offered there. The Challenge Day ended with a closing circle. It was a pivotal Challenge Day for participants and staff alike and everyone expressed gratitude for the venue, potluck and sharing.

The January Challenge Day was hosted at Top of the Inn and featured Ruth Kinzel presenting "Collaborative Leadership: Strengthening and Supporting Teams & Leaders at all Levels". We also hosted our annual "Meet Your Match" luncheon where our participants got to meet their mentors for the first time. Mayor Charlie Clark was in attendance and brought opening remarks.

PROGRAM REPORT-CONTINUED

In the afternoon, learning teams met with their coaches, Marielle Gauthier, Kathleen Ozmun, Lorna Callbeck Cross, Cassie Josephson and Tracey Kowalchuk 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: Understanding Diversity, Inclusion & Equity" in the morning followed by Liz Duret who presented "Reflections on Diversity" in the afternoon. In April, we were privileged to have Cort Dogniez present information on Canada's treaty relationship with First Nations on behalf of The Office of the Treaty Commissioner in the morning. In the afternoon Arin Jorgenson and Tracy Stephesen presented on Exploring Storytelling and Leading Change. In May, Ruth Kinzel lead the cohort through "Navigating Conflict: The importance of Emotional and Social Intelligence". The June Challenge Day and Graduation brought our 10-month program to a close. Learning Teams presented in the morning and the presentations were all creative, engaging, and impressive. Jenn Minor Johannson finished the day with a session called "My Leadership Journey; Reflection". It was an amazing day. The graduation ceremony was a big success. Kevin Hall was Emcee and Bennett Awume was Valedictorian.

For the first time, Keith Willoughby, Dean of Edwards School of Business was in attendance and co-presented the graduation certificates with Leadership Saskatoon Board Chair, Julian Demkiw. Mayor Charlie Clark, Don Ravis, Julian Demkiw and Keith Willoughby all delivered impactful speeches. Laurie O'Connor, Executive Director of the Saskatoon Food Bank & Learning Centre was the recipient of the 2023 Don Ravis Leadership Saskatoon Alumni Award.

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

-Michelle King, Program Director

A NEW LOOK FOR LEADERSHIP SASKATOON

Leadership Saskatoon

LeadershipSaskatoon

We would like to thank Finelite Photography & Design for donating their services for our new website and logo. From the bottom of our hearts, thank you Erin & Jared!

FINE lite
PHOTOGRAPHY & DESIGN

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 six new mentors to the program and 20 returning mentors. The Mentorship Sub-Committee also welcomed one new committee representative for a total committee complement of nine.

Every fall, the Mentorship Sub-Committee works hard to make great matches based on information gathered from both participants and mentors. Two committee members attended the November challenge day to provide an overview of the mentorship program to program participants.

Mentors and program participants met for their first time at the Meet your Mentor lunch in January. Sub-committee representatives were updated regularly on how the relationships were progressing and it was evident many strong connections had been made. Mentors and program participants were encouraged to meet three to four times for the remainder of the program year, however some met more often.

Also in January, the Sub-committee hosted mentors at an orientation and networking evening at LB Distillers. The event included sharing of prior successful mentor and mentee experiences and an overview of the mentorship component of the Leadership Saskatoon program.

At the end of the program year, we surveyed the mentees on their mentorship experience. The year end 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

Mayor
Charlie Clark

LUNCH & LEARN COMMITTEE REPORT

The Leadership Saskatoon Lunch & Learn program has been offering quality leadership programming to the broader Saskatoon community for 16 years. Initially, presentations were focused on supportive professional development for Executive Directors and Management teams 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 to meet the needs of the larger community, recruiting top notch experienced facilitators to present on various aspects of leadership to a broadening audience.

2022-2023 was a challenging year once again:

- We were moving out of the restrictions of the pandemic, but anxiety still ran high and there were a lot of uncertainties;
  - We had to reschedule at short notice the January Lunch & Learn due to illness
  - We started with a Committee of 5 and finished with 4 as Celeste Whipp had to resign due to ongoing health challenges.
  - Our numbers had not returned to pre-pandemic levels

We decided to focus the Lunch & Learn series on Re-Grounding and Re-Engagement – and all presentations were looked at through the lens of Diversity, Equity, and Inclusion. We also chose to return to in person Lunch and Learns and would forgo the online option.

In spite of last year’s many challenges, the noon “hour” events continued to bring together a diverse group of people to discuss current issues and leadership in today’s constantly changing work environment. 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.

LUNCH & LEARN COMMITTEE REPORT - CONTINUED

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 100 presentations for the Saskatoon leadership community.

In the 2022-2023 Leadership Saskatoon year, the Lunch & Learn Committee hosted the following presentations:

- Oct 19, 2022 Diane Fletcher & Jo-Anne Cadrin (Vadis Group) Leadership in a Shifting Work Environment Pt 1
- Nov 23, 2022 Darryl Isbister Land Acknowledgment & Personal Reconciliation
- Jan 25/Feb 15, 2023 Erin Wolfson Life Cycles: What Winter Can Teach Us
- March 22, 2023 Diane Fletcher & Paul Ottmann Leadership in a Shifting Work Environment Pt2
- May 31, 2023 Panel Discussion: Cross-Cultural Conversations on Leadership Wei (Daisy) Zhang, Sharon Clarke, Sultan Ali Sadat

I would like to thank and celebrate my fellow volunteers, Dinny Holroyd, Erin Bentley, Sanjukta Choudhury, Celeste Whipp as well as the Leadership Saskatoon staff (Sheri, Cassie, Michelle, and Kim). Once again, the Committee pulled together an amazing program that reflects the issues and challenges leaders and colleagues faced in the workplace in 2022-2023.
Our goal is to keep this program vibrant, evolving, contemporary, and relevant to the communities we all serve through Leadership Saskatoon.
The entire committee recognizes and applauds TD Bank Group for their financial sponsorship and commitment and continued support of the 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.

-Margot Weiner, Chair of the Lunch & Learn Committee

ALUMNI COMMITTEE REPORT

The Leadership Saskatoon Alumni Committee's focus for 2022-2023 was on social events and getting alumni connected and aware of each other while welcoming the 2021-2022 graduating class into the fold. The Holiday Gathering was a nice chance to connect and to close out 2022. The event also served as a bit of an impromptu send off for Sheri who was moving on from her Leadership Saskatoon Executive Director role.

There was planning and work put into alumni panel discussion that the Alumni committee was excited to launch. The vision was to host a moderated panel discussion with three prominent Leadership Alumni to share their experiences and wisdom. A date and venue that would work for our chosen speakers could not be finalized and in the end; the event did not take place. It was our hope that the panel discussion could be the anchor event that raises funds for an Alumni Bursary that would sponsor someone to attend the Leadership Saskatoon program the following year. The Alumni Bursary fundraising effort will be a focus for the committee moving forward.

Our group was also proud to be involved in the selection of the Don Ravis Leadership Saskatoon Alumni Award for 2023. For 2023 the Alumni of the Year award recipient was Laurie O'Connor. Laurie's leadership both at the Saskatoon Food Bank and in the community were just two of the factors that made selecting Laurie an easy decision for the Alumni Committee. Don Ravis, co-founder and longtime friend of Leadership Saskatoon was on hand at the 2023 Leadership Saskatoon graduation ceremony to present the award to Laurie. Nominations will open March 1st 2024 for the Alumni of the Year award, and the committee is looking forward to again review the worthy candidates.

-David Troesch, Chair of the Alumni Committee

DON RAVIS LEADERSHIP SASKATOON ALUMNI AWARD

Leadership Saskatoon was honoured to present the Don Ravis Leadership Saskatoon Alumni Award to Laurie O'Connor. This recognition serves as a testament to Laurie's outstanding achievements, remarkable contributions, and unwavering commitment to excellence and community leadership. Over the course of the last 15 years, O'Connor vision and leadership has created one of the influential and innovative food banks in Canada. Recognizing the deep-rooted inequities that create the need for their services, Laurie has cultivated a team that is committed not only to the emergent needs of clients and the community, but also to upstream factors that create and perpetuate the need for emergency food.

"Leadership is a journey full of surprises and challenges, and opportunities. So many of those would have remained undiscovered were it not for my involvement in Leadership Saskatoon. These moments refuse to be forgotten and present a girl, the chance to lead. It's a privilege I deeply appreciate", Laurie explain.

Laurie was formally honoured during the graduation ceremony of Leadership Saskatoon and was presented the award by Don Ravis, community leader, philanthropist, co-founder and long-time friend of Leadership Saskatoon.

FINANCIAL REPORTS

Leadership Saskatoon Inc.

STATEMENT OF FINANCIAL POSITION
as at June 30, 2023

Unaudited

	2023	2022
ASSETS		
Current Assets		
Cash	$ 72,585	$ 65,342
Term deposits (Note 3)	31,563	50,075
Accounts receivable	7,789	12,630
	111,937	128,047
Term deposits (Note 3)	36,531	35,858
	$ 148,468	$ 163,905
LIABILITIES AND NET ASSETS		
Current Liabilities		
Accounts payable and accrued liabilities	$ 13,275	$ 1,690
Deferred income (Note 5)	12,250	10,320
Current portion of loan payable (Note 6)	30,000	-
	55,525	12,010
Loan payable (Note 6)	-	30,000
	55,525	42,010
Net Assets	92,943	121,895
	$ 148,468	$ 163,905

On behalf of the Board:

Director _____ Director _____

FINANCIAL REPORTS

Leadership Saskatoon Inc.

STATEMENT OF OPERATIONS
for the year ended June 30, 2023

Unaudited

	2023	2022
Revenues		
Alumni seminar series	$ 258	$ 965
Donations	2,939	3,239
Donations in kind (Note 7)	5,350	2,760
Founding member contributions	12,150	14,150
Grants	-	9,250
Sponsorship	12,000	21,750
Tuition	105,500	108,780
	138,197	160,894
Operating expenses		
Accounting fees	5,226	4,373
Advertising and promotion	79	3,416
Alumni events	182	691
Bursaries and awards	75	10,065
Insurance	1,193	1,087
Meetings and conferences	269	158
Office expenses - Schedule 1	19,055	6,799
Professional training	-	81
Program delivery costs - Schedule 2	46,203	34,385
Recruitment and volunteers	-	69
Salaries and wages	-	23,320
Sub-contracts	97,434	76,175
	169,716	160,619
(Deficiency) excess of revenues over operating expenses	(31,519)	275
Other income		
Interest	2,567	1,322
(Deficiency) excess of revenues over expenses	$ (28,952)	$ 1,597

CLASS OF 2023

Bennet Awume (Valedictorian)	PINTER & Associates
Artak Babayan	City of Saskatoon
Chelsea Belt	Saskatchewan Health Authority
Chantelle Bonin	Parents' Child Development Cooperative
Grace Chopty	Correctional Services of Canada
Brianne Davis	Saskatoon Food Bank & Learning Centre
Jodene Demorest	Prince Albert Child Care Co-op Association
Mathieu Gaudet	Métis Nation - Saskatchewan
Kevin Hall (Emcee)	ACE Manufacturing Inc.
Noman Hassan	City of Saskatoon
Krys Hertzke	Saskatoon Community Foundation
Justin Krushel	Saskatchewan Health Authority
Dan Lacroix	City of Saskatoon
Cory Lang	CHEP Good Food
Coralie Lennea	Saskatchewan Health Authority
Megan Loessl	University of Saskatchewan
Justine Nabess	Saskatoon Food Bank & Learning Centre
Guri Osahan	Autism Services of Saskatoon
Bobby-Jo Oullette	Saskatchewan Intercultural Association
Erin Overfield	Tykes & Tots Early Learning Centre
Paige Pister	Agriculture in the Classroom - Saskatchewan
Nadine Reid	Saskatchewan Health Authority
Melissa Renwick	Saskatchewan Health Authority
Howard Rose	Tykes & Tots Early Learning Centre
Megan Seto	Autism Services of Saskatoon
Lori Steward	Global Gathering Place

CLASS OF 2023

VOLUNTEERS

Board of Directors

Julian Demkiw (Chair)	University of Saskatchewan
Don Ewles	Saskatoon Community Foundation
Tammy Sweeney	TCU Place
Ken McCullough	Retired
Rhonda Speiss	Western Economic Diversification Canada
Masood Rizvi	NRGene Canada
Alison Robertson	Systems Bright
Willie Birss	Baker Tilly LLP
Blaine Phillips	Blaine Phillips Health & Fitness
Leon Ferguson	Stream Business Advisory

Mentorship Committee

Manda Graham (Chair)	Affinity Credit Union
Kelly Howey	Retired
Dinny Holroyd	Retired
Jolene Koenders	Saskatchewan Health Authority
Donna Hughes	Concentra
Mark Lich	Radius Community Centre
Pam Coates	YWCA Saskatoon
Jody Tyson	Federated Co-operatives Limited
Darcie Gerein	University of Saskatchewan

VOLUNTEERS

Alumni Committee

David Troesch (Chair)
Jolene Zidkovich
Rhonda Miller
Sheri Hillestad-Smith

Cosmo Industries
William Joseph Communication
University of Saskatchewan
Saskatchewan Health Authority

VOLUNTEERS & STAFF

Lunch & Learn Committee

Margot Weiner (Chair)	Canadian Mental Health Association
Erin Bentley	Saskatchewan Cancer Agency
Sanjukta Choudhury	University of Saskatchewan
Dinny Holroyd	Retired

Leadership Saskatoon Staff

Sheri Hillestad-Smith	Executive Director
Kim Kroll-Goodwin	Executive Director
Michelle King	Program Director
Cassie Josephson	Communications Director

VOLUNTEERS

Facilitators & Coaches

Jolene Watson	Clarity Coaching & Development
Cort Dogniez	Office of the Treaty Commissioner
Malvina Rapko	Cultural Bridges
Bill Brooks	eclecthink
Liz Duret	University of Saskatchewan
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
Tracy Stephensen	Tracy Stephensen Wellness & Yoga
Jenn Minor Johannson	JMJ Coaching
Glenda Ball	LeadUp Coaching & Consulting
Terry Lowe	Catholic Family Services Saskatoon
Arin Jorgenson	Saskatoon Public Library
Kathleen Ozmun	Crossing Point Coaching & Consulting
Tracey Kowalchuk	TK Leadership Outside of the Box
Cassie Josephson	Two Black Dogs Consulting
Lorna Callbeck Cross	People Things Consulting

VOLUNTEERS

Mentors

Lawrence Pinter	PINTER & Associates
Linda McMullen	University of Saskatchewan
Kelly Howey	Retired
Andrea Lafond	Meewasin Valley Authority
Cara Bahr	YWCA Saskatoon
Cara Spence	Wellness Wheel Mobile Medical Clinic
Anthony Clark	Birch Narrows Dene Development
Irene Sieferling	Board Dynamics
Jaime Spencer	TCU Financial Group
Jared Francais	City of Saskatoon
Jennie Green	Saskatchewan Teachers Federation
Jeremy Breker	Cameco
Michael Carss	Wiegers Financial & Benefits
Raj Randhawa	Horizon
Darren Pringle	Saskatoon City Police
Nilesh Kavia	Affinity Credit Union
Wayne Brownlee	Retired
Kevin Pylypow	Innovation Credit Union
Mavis McPhee	Retired
Steve Shannon	Saskatoon City Hospital Foundation
Bill Brooks	eclecthink
Darcie Gerein	Saskatoon Public Schools
Les Morrison	Delta Point Wireless
Terry Lowe	Retired
Brian Hoessler	Strong Roots Consulting
Paul Ottmann	Canpotex

SPONSORS & PARTNERS

Founding Partners

Saskatoon Community Foundation

the Chamber
GREATER SASKATOON CHAMBER OF COMMERCE

UNIVERSITY OF SASKATCHEWAN

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Cherry Insurance

Community Initiatives Fund

Concentra

CTV NEWS SASKATOON

Mr. Don Ravis

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CJWW 600
THE BULL

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SaskTel

alt HOTELS BY LE GERMAIN

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LeadershipSaskatoon

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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