LeadershipSaskatoon

Annual Report 2025-26



Report from the Board Chair & Executive Director

In the spring of 2025, Leadership Saskatoon developed a three-year Strategic Plan centered on four priorities: **Engaged Stakeholders, Financial Stability, Brand Awareness & Marketing, and Operational Effectiveness.** We continue to make solid progress in each area, fortifying the organisation's foundation while looking ahead to what comes next and how we can "dream bigger and bolder" for the future.

This year, we continued to strengthen our connections with the people and organizations that make Leadership Saskatoon possible. We improved our internal processes and documentation while finding new ways to collaborate with our stakeholders and community partners, including working with the **Saskatoon Community Foundation** to revitalize **Random Acts of Kindness Day**.

In 2025, we proudly recognized **Julian Demkiw*** with the Association of Fundraising Professionals' Honoured Supporter Award on National Philanthropy Day. A member of Leadership Saskatoon's first graduating class in 2001, Julian has championed the program for 25 years as a recruiter, facilitator, committee member, speaker, coach, mentor, emcee, and Board Chair. We are deeply grateful for his extraordinary contribution to Leadership Saskatoon and our community.



l-r: Board Chair WIllie Birss, Awardee Julian Demkiw, ED Jolene Zidkovich, PD Melissa Pylypchuk

We met our Year 1 Financial Stability goals and reached a break-even position, supported by sponsorships, a full cohort of 30 participants, and additional revenue from workshop contracts. LS also participated in the **Thriving Non-Profits** program, with financial support from the **Saskatoon Community Foundation** and strategic support from **Brian Hoessler** (2016 Alumni, Facilitator, Mentor). This gave us an opportunity to step back, look at what we do well, and reimagine how we might leverage our current organisational strengths and assets in order to increase both community impact and our finanical sustainability.

Our Brand Awareness & Marketing efforts expanded our newsletter reach, print materials, and social media engagement, contributing to an 8% increase in followers. Finally, we continued to strengthen our Operational Effectiveness through a review of structures and systems. In August 2025, we welcomed our new Program Director, **Melissa Pylypchuk**, who has spent the last year growing the program, workshops, and partnerships – playing an important role in advancing our strategic plan.

For more than 25 years, Leadership Saskatoon has built leadership capacity in our city with the support of our Founding Partners, donors, funders, sponsors, volunteers, and broader community. We are grateful to our Board of Directors for their leadership, time, and energy, and to our Coaches, Committee Members, Facilitators, Mentors, and Presenters for their continued dedication to developing leaders and strengthening our community.

As we look ahead, we are excited to build on this momentum, continue strengthening the organization, and imagine what Leadership Saskatoon can further become. With a strong foundation, we have the opportunity to dream bigger and bolder about what comes next.

Willie Birss, Board Chair & Jolene Zidkovich*, Executive Director

** throughout denotes Leadership Saskatoon Alumni*

Program Report

This year, the Program Committee continued its commitment to ensuring Leadership Saskatoon delivers a meaningful, relevant, and transformative leadership experience for participants. Through strategic oversight, collaborative planning, and continuous improvement, the committee supported the successful delivery of the 2025-26 program while exploring opportunities to strengthen future cohorts.

A key focus of the committee's work was curriculum review and enhancement. Members examined participant feedback, facilitator insights, and emerging leadership trends to ensure program content remained impactful and aligned with Leadership Saskatoon's values. Attention was given to strengthening systems thinking throughout the curriculum, refining Challenge Day experiences, preserving opportunities for reflection and relationship-building, and ensuring learning outcomes supported leadership growth at the individual, organizational, and community levels.

To strengthen consistency and collaboration across program delivery, the committee supported the Program Director in the development of a facilitator onboarding package and a program kickoff meeting with all facilitators. These initiatives helped clarify expectations, connect session learning outcomes, and establish a shared under-





standing of the participant journey.

Support for Learning Team Coaches before and after Challenge Days further connected coaching conversations with program content and participants' practical application of their learning.

Leadership Saskatoon hosted two Diving Deeper workshops in 2026. In February, Stacey Commer's Communicating with Confidence gave participants practice crafting and delivering clear messages. In May, Jae Morgans's Changing Conflict Culture at Work and Home helped participants recognize conflict patterns and navigate difficult conversations.

Looking ahead, the committee explored opportunities to continue to respond to the evolving needs of leaders and organizations in our community.

The Program Committee thanks our facilitators, coaches, mentors, staff, volunteers, and participants, along with **Prairie Waste Management Ltd**., our 2025–26 Program Sponsor, and **Cherry Insurance**, our Opening Retreat sponsor. Together, they help develop informed, connected, and community-minded leaders across Saskatoon.

Ally Rinas*, Program Committee Chair &
Melissa Pylypchuk, Program Director

Mentorship Committee

The Mentorship Committee had a successful 2025-26 year supported by nine committee volunteers as well as Leadership Saskatoon staff. Our objective is to pair each participant with a mentor who encourages personal growth, leadership development, and community connections.

This requires engaged mentors, participant feedback, and ongoing communication. With a full cohort of 30 participants, we welcomed back 26 returning mentors, while adding four more to our network.

A thorough matching process was led by Committee members exploring participants' mentorship goals at the Opening Retreat. These insights, participant and mentor profiles, and knowledge of prospective mentors guided the 'Match-a-Thon' which pairs mentors and mentees.

Annual activities include Participant Orientation (September) to introduce mentorship and matching; Mentor Networking & Kick-off (November) for orientation and leadership discussions; Meet Your Mentor Luncheon sponsored by **SaskTel** (December) to connect participants, mentors, and committee representatives; and ongoing support for engagement and successful mentorship relationships.

Our long-term priorities are to expand and diversify the mentor network, connect community leaders with Leadership Saskatoon and one another, and engage alumni as mentors and committee members. Thank you to our volunteers, mentors, and staff for strengthening the program and community leadership.

Kevin Hall*, Mentorship Committee Chair

Lunch & Learn Committee

For 19 years, Leadership Saskatoon's Lunch & Learn Committee has coordinated free, accessible leadership development for a diverse audience, including Leadership Saskatoon alumni, nonprofit and corporate leaders, entrepreneurs, and public sector professionals.

This past year, five sessions were held:

- Sustainable Leadership: Self-Soothing vs. Self-Care — Rojette Besana
- Leadership Lessons from Physics — Palash Sanyal
- Conflict Management: Building the Peacemaker — Jae Morgans
- Transitioning to a New Role: Leadership Transitions, Professional Growth, and Preparing for What's Next — Deanne Kaar
- 4 Generations, 1 Big Question: What Does Leadership Really Mean Now? — Panelists Wayne Brownlee, Nalish Kavia, Jessica Yelland*, and Emma Wintemute; moderated by Diane Fletcher



The committee consisted of Sanjukta Choudhury and co-chairs Margot Weiner (Class of 2018) and Dinny Holroyd, with support from Program Director Melissa Pylypchuk.

Thank you to our volunteers, presenters, and community partners for strengthening leadership learning and connections across Saskatoon.

Dinny Holroyd & Margot Weiner*, Committee Co-Chairs

Leadership Saskatoon

Class of 2026



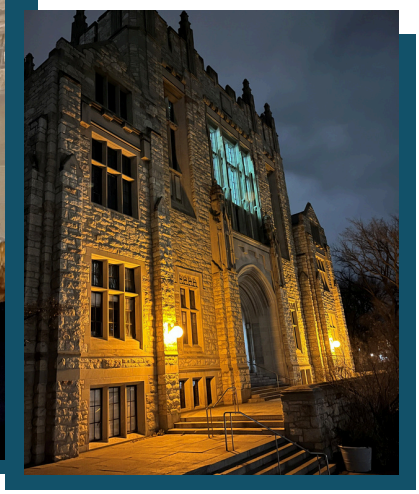
Ahmad Daro	Saskatchewan Intercultural Association
Amanda Kosokowsky	Correctional Service of Canada
Andrew Gen Gamalinda	Tykes & Tots Early Learning Centre Inc.
Caitilin Terfloth	Sage Hill Writing Experience
Caitlyn Coulter	Saskatoon Food Bank & Learning Centre
Cam LeClaire	City of Saskatoon
Dale Holte	City of Saskatoon
Donna Weldon	Station 20 West
Dustin Hicke	Prairie Waste Management Ltd.
Franczesca Veslinos-Zales	Tykes & Tots Early Learning Centre Inc.
Jessica Bjerkness	Prairie Harm Reduction, Elizabeth Fry Society of Saskatchewan
Jessica Cutter	PINTER & Associates Ltd.
Jim Gray	City of Saskatoon
Jolene Morris	SPCA Saskatoon
Kathy Nesbitt	Cosmopolitan Industries
Kendra Brown	Saskatoon Police Service
Kylie Stumborg	R.M. of Corman Park
Lara Paul	Saskatchewan Intercultural Association
Maggie Stevenson	Elmwood Residences
Marnie Wright	University of Saskatchewan
Mikayla Pennington	Oxford House Saskatchewan
Mitch Gardiner	Saskatoon Food Bank & Learning Centre
Nicole Obrigavitch	Elizabeth Fry Society of Saskatchewan
Olivia O'Neill	Autism Services of Saskatoon
Redeena Laliberte	Saskatoon Indian & Métis Friendship Centre
Sarita Chauhan	The Salvation Army
Sol Barrones	Global Gathering Place
Teresa Dyer	City of Saskatoon
Tristan Funk	City of Saskatoon
Warren Isbister-Bear	First Nations Finance Authority

Leadership Saskatoon Alumni

The Alumni Committee remained focused on strengthening connections among Leadership Saskatoon alumni through meaningful networking, recognition, and engagement opportunities. Throughout the year, the committee worked to foster alumni involvement, celebrate achievements, and create opportunities for graduates to reconnect with one another and the broader Leadership Saskatoon community.

One of the year's highlights was the **University of Saskatchewan Ghost Tour.** This well-attended event brought together alumni and their family members for a memorable autumn evening of exploration and storytelling. Participants enjoyed touring the campus while learning about its rich history through fascinating and sometimes chilling tales. The event provided a unique opportunity for alumni to reconnect in a relaxed and engaging setting while sharing a memorable community experience with our of our Founding Partners.





The committee was also proud to present the **Leadership Saskatoon Alumni Award Presented by PINTER & Associates** to 2014 Alumna **Sharlene Duquette**. Sharlene's retirement in 2026 marked the conclusion of an exceptional career dedicated to leadership, community service, and positive change. Her commitment to strengthening Saskatoon and serving others has left a lasting impact on countless individuals and organizations. It was an honour to recognize her achievements and and celebrate the legacy she has built through her dedication, leadership, and service to the community.



The success of the Alumni Committee is made possible through the dedication and commitment of its volunteers. On behalf of Leadership Saskatoon, I extend sincere thanks to Rhonda Miller*, Erin Downes*, Anna Shule*, and Megan Loessl*, supported by ED Jolene Zidkovich, who generously contributed their time, expertise, and passion throughout the year. Their ongoing support has been instrumental in advancing the committee's goals and strengthening engagement within our alumni network.

After several years of dedicated service as Alumni Committee Chair, I am pleased to announce that Rhonda Miller will assume the role moving forward. We are excited to welcome her leadership, fresh perspective, and innovative ideas as she guides the committee into its next chapter.

Looking ahead, the Committee remains committed to creating meaningful opportunities for alumni connection, celebrating leadership excellence, and fostering a strong and engaged Leadership Saskatoon alumni community. With new leadership and continued volunteer support, the committee is well positioned to build upon this year's successes and further enhance the alumni experience for years to come.

David Troesch*, Alumni Committee Chair

Leadership in Action

From February 16-21 we celebrated **Random Acts of Kindness Week** – promoting the week, sharing others' acts, and practicing them ourselves. Alumni cooked and served breakfast at the Friendship Inn. Donations were collected for the unhoused. Several of our community partners embraced the week and joined the kindness movement. Youth and work teams played Kindness Bingo. We had a blast collaborating with the team at **Saskatoon Community Foundation** – one of Leadership Saskatoon's Founding Partners – to bring this heartwarming initiative back to Saskatoon to spread kindness and build community.



LS had the pleasure of attending the **SHINE Summit 2026** – an energizing gathering of women in business and community leaders, presented by our Founding Partner, the **Greater Saskatoon Chamber of Commerce.** It was a meaningful opportunity to connect, exchange ideas, and take in presentations that sparked insight and reflection on how we lead and create impact. LS hosted a space inviting local leaders to engage with powerful questions designed to spark reflection and growth. Experiences like this remind us that leadership grows through connection, curiosity, and a willingness to learn alongside others.



Strong communities are built on diverse leadership. Leadership Saskatoon was a proud community partner in the **Saskatoon Open Door Society's** inaugural **Diversity in Leadership Summit** on March 17th. The Summit served as a space for growth, belonging, and partnership, amplifying diverse leadership voices and advancing equitable, representative, and resilient communities across Saskatchewan and beyond. **Board Director Abdur Rehman Ahmad** represented Leadership Saskatoon as a summit facilitator.



Leadership Saskatoon joined thousands of walkers honouring Residential School Survivors and demonstrating commitment to Truth and Reconciliation in recognition of National Indigenous Peoples Day. The sun shone brightly as a number of community partners and 5000+ school children participated in the June 19th **Rock Your Roots Walk for Reconciliation.** LS enthusiastically sits on the event sub-committee as a member of **Reconciliation Saskatoon**. The day encouraged reflection on our personal journeys of reconciliation to date, while reaffirming LS's commitment to seeking truth and understanding, and to learning from and supporting Indigenous leadership and ways of knowing as we continue on the path of truth and reconciliation.



Volunteers



Board of Directors

Abdur Rehman Ahmad*	University of Saskatchewan
Blaine Phillips	Blaine Phillips Health & Fitness
Don Ewles (Vice-Chair)	Saskatoon Community Foundation
Jessica Medernach (Treas.)	City of Saskatoon
Ken McCullough	Retired
Laurie Wall (Secretary)	Retired
Lawrence Pinter	Prairie Waste Management Ltd.
Tammy Fleming*	WBM Technologies
Willie Birss (Chair)	Baker Tilly SK LLP
Wanda Waldner	CIBC Commercial Banking

Alumni Committee

Anna Shule*	Saskatchewan Health Authority
David Troesch* (Chair)	Cosmo Industries
Erin Downes*	Elance Steel Fabricating
Megan Loessl*	University of Saskatchewan
Rhonda Miller*	University of Saskatchewan



Lunch & Learn Committee

Dinny Holroyd (Co-Chair)	Retired
Margot Weiner* (Co-Chair)	Canadian Mental Health Association
Sanjukta Choudhury	University of Saskatchewan

Mentorship Committee

Amee Joshi*	Saskatchewan Intercultural Association
Caitlin Stickney*	Autism Services of Saskatoon
Cosette Kehoe* (Secretary)	Tykes & Tots Early Learning Centre Inc.
Donna Hughes*	MLT Aikins LLP
Grant Linklater*	Saskatoon Police Service
Joanne Fogarty*	Virtus Group LLP
Kevin Hall* (Chair)	ACE Manufacturing Inc.
Manda Graham*	Affinity Credit Union
Mark Lich*	Radius Community Centre



Program Committee

Ally Rinas* (Chair)	Oÿateki Partnership, SIIT
Dinny Holroyd	Retired
Kelly Howey	Retired
Marielle Gauthier	Redworks Communications
Sabrina Kehoe	Saskatchewan Polytechnic
Ruth Kinzel	Kinzel Cadrin & Associates

Leadership Saskatoon



Facilitators & Coaches

Andrea Laughren	Nature Conservancy of Canada
Arin Jorgenson	Action Research Consulting
Bill Brooks*	eclecthink international
Carolyn Hoessler*	Higher Education & Beyond
Charlie Clark	Office of the Treaty Commissioner
Danny Freire	University of Saskatchewan
Diane Fletcher	VADIS Consulting Group
Dolores Wollbaum	Saskatoon Open Door Society
Evelyn Linklater	Elder
Fatima Coovadia	Coovadia Consulting
Florence Highway	Elder
Glenda Ball*	LeadUp Coaching & Consulting
Jenn Minor Johannson	JMJ Coaching
Jessica Yelland*	SaskTel
Josie Kornelson	LeadUp Coaching & Consulting
Kathleen Ozmun	Crossing Point Coaching & Consulting
Lorelei Nickel	Integrity Ridge Leadership Collective
Mari Petroski	Government of Saskatchewan
Marielle Gauthier	Redworks Communications
Melissa Pylypchuk	MP Coaching & Consulting
Ruth Kinzel	Kinzel Cadrin & Associates
Suzanne Anton	SaskCentral
Tenneisha Nelson	University of Saskatchewan
Tonya Wirchenko	University of Saskatchewan

Mentors

Andrea Laughren	Nature Conservancy of Canada
Brian Hoessler*	Strong Roots Consulting
Cara Bahr	Cancer Foundation of Saskatchewan
Cara Spence	University of Saskatchewan
Carla Roy*	Medavie Health Services West
Carolyn Hoessler*	Higher Education & Beyond
Cecilia Zerr	Affinity Credit Union
Daryn Form*	Assante Capital Management
Darren Pringle	Saskatoon Police Service
Dorothy Hyde*	Radius Community Centre
Grace Chopty*	Correctional Services of Canada
Jeremy Breker	Cameco
Jess Hamm*	Saskatchewan Intercultural Association
Jody Tyson	Federated Co-operatives Limited
Julian Demkiw*	University of Saskatchewan
Kelly Howey	Retired
Keith Moen	NSBA
Keith Willoughby	University of Saskatchewan
Les Morrison*	Delta Point Wireless
Linda McMullen	University of Saskatchewan
Mark Soloway*	Oxford House Saskatchewan
Mavis McPhee	Retired
Michael Carss*	Wiegers Financial & Benefits
Nancy Lautner*	Saskatoon Student Child Care Services Inc
Rachael Steinke	Saskatoon Community Foundation
Riley Baxter*	YWCA Saskatoon
Steve Shannon*	Saskatoon City Hospital Foundation
Tammy Chief	Saskatoon Public Schools
Terry Lowe*	Retired
Wayne Brownlee	Retired





FY26 Financial Reports

Leadership Saskatoon Inc.

STATEMENT OF FINANCIAL POSITION
as at June 30, 2026

Unaudited

	2026	2025
ASSETS		
Current Assets		
Cash	$ 25,354	$ 20,589
Term deposits (Note 3)	60,000	60,000
Accounts receivable	2,494	4,141
Prepaid expenses	418	941
	$ 88,266	$ 85,671
LIABILITIES AND NET ASSETS		
Current Liabilities		
Accounts payable and accrued liabilities	$ 11,004	$ 8,927
Deferred income (Note 5)	13,000	12,750
	24,004	21,677
Net Assets	64,262	63,994
	$ 88,266	$ 85,671

On behalf of the Board:

Director _____ Director _____

Leadership Saskatoon

FY26 Financial Reports

STATEMENT OF OPERATIONS
for the year ended June 30, 2026

Unaudited

	2026	2025
Revenues		
Alumni events	$ 2,902	$ 2,308
Donations	2,563	1,981
Donations in kind (Note 6)	1,690	1,621
Facilitated workshop	13,980	16,836
Founding member contributions	22,500	12,500
Grants	-	6,300
Sponsorship	19,800	7,800
Tuition	141,310	118,750
Twenty-fifth anniversary	-	27,760
	204,745	195,856
Operating expenses		
Accounting fees (Note 6)	5,540	5,588
Advertising and promotion	488	635
Alumni events	2,971	1,860
Bursaries and awards	75	75
Facilitated workshop expenses	10,001	14,644
Insurance	1,076	1,193
Meetings	818	1,172
Office expenses - Schedule 1	8,937	9,003
Program delivery costs - Schedule 2	53,934	50,869
Strategic planning and professional development	400	6,000
Sub-contracts	121,917	123,015
Twenty-fifth anniversary	-	9,968
	206,157	224,022
(Deficiency) excess of revenues over operating expenses	(1,412)	(28,166)
Other income		
Interest	1,680	2,582
(Deficiency) excess of revenues over expenses	$ 268	$ (25,584)

Leadership Saskatoon

Founding Partners

theChamber — Greater Saskatoon Chamber of Commerce

Saskatoon Community Foundation

University of Saskatchewan

Program Sponsor

Prairie Waste Management Ltd

Platinum Sponsor

Cherry Insurance

Gold Sponsor

SaskTel | Business Solutions

Silver Sponsors

CN

alt Hotels by Le Germain

Bronze Sponsors

City of Saskatoon

bakertilly

Pinter & Associates Ltd.

Fine Lite Photography & Design

Park Town Hotel Saskatoon

Saskatoon Indian Metis Friendship Centre

Sheraton Est. 1937

Wanuskewin

Leadership Saskatoon has been one of the most impactful personal and professional development experiences I've had. Throughout the 10-month program, I gained a much deeper understanding of what it means to lead with intention, empathy, and self-awareness. The program challenged me to reflect on my own leadership style, communicate more effectively, and appreciate the value of listening before acting. One of the biggest lessons I took away was the importance of reflection—taking the time to process experiences, consider different perspectives, and make thoughtful decisions rather than simply reacting to situations. I've noticed that this has made me much calmer in my daily life, and I'm handling stressful situations with greater patience, confidence, and clarity.

The impact of the program has extended well beyond the classroom. In April, I had the privilege of coaching my son's hockey team to the Oskana Cup Championship in Regina, where I was honoured to receive the 2026 Coach of the Tournament award. I truly believe this recognition was a direct reflection of the leadership skills and mindset I developed through Leadership Saskatoon. Rather than focusing solely on winning, I found myself placing greater emphasis on communication, building relationships, encouraging each player, and creating a positive team environment. Those lessons translated directly into my coaching and reinforced that effective leadership is about bringing out the best in others. Leadership Saskatoon has not only made me a better leader at work, but it has also made me a better coach, teammate, husband, father, and member of my community.

Dustin Hicke, P.Tech.
Operations Manager, Prairie Waste Management Ltd.
2026 Alum

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: www.leadershipsaskatoon.com

Leadership Saskatoon can also be designated as your charity of choice through the United Way of Saskatoon & Area.

We build leaders.
Leaders build community.