



Leadership Saskatoon

“Educating Leaders, Strengthening Community”

2010 - 2011 Annual Report



Graduating Class of 2011



Front row: Linda Clouthier, Collette Allen, Cheryl Thompson, Luc Durand, Tena Strunk, Genevieve Wood, Amy McNeil

Second row: Jerome Nicol, Deborah Hamp, Lorena Urquiza, Judy Archer, Christy Miller, Michael San Miguel, Alison Robertson

Third row: Jeff Lindgren, Shawneen Bird, Rhonda Aronson, Jim Bence, Alex Fallon

Missing: Derek Andrew, Tony Bairos, Jim Climenhaga, Chad Ekren, George Foufas, Sara Shymko, Lesley Washington

Participant	Organization
Collette Allen	Executive Director, Saskatoon Society for the Protection of Children
Derek Andrew	Service Technician, SaskEnergy
Judy Archer	Director, Laboratory Medicine, Saskatoon Health Region
Rhonda Aronson	Saskatoon Housing Authority
Tony Bairos	Principal, St. Mary School
Jim Bence	Director of Human Resources, Travelodge
Shawneen Bird	Manager, Life Coaching Office, SIIT
James Climenhaga	Senior Manager, Retail Banking, First Nations Bank
Linda Clouthier	Client Care Specialist, Concentra Financial
Luc Durand	Fire Inspector, Saskatoon Fire & Protective Services
Chad Ekren	IT Manager, Saskatchewan Abilities Council
George Foufas	Director, Food Services, University of Saskatchewan
Deborah Hamp	Project Co-ordinator, Project ID, Saskatoon Food Bank and Learning Centre; Manager Corporate Gifts, SCYAP
Jeff Lindgren	Manager, Planning & Policy, Saskatoon Regional Economic Development Authority
Amy McNeil	Executive Director, Saskatchewan Association of Rehabilitation Centres
Christy Miller	Associate Director, Development Communications & Donor Relations, University of Saskatchewan
Jerome Nicol	Executive Director, Community Living Association Saskatoon

Alison Robertson	Director of Community Development, Saskatoon Food Bank & Learning Centre
Michael San Miguel	Vice-President, Filipino Canadian Association
Sara Shymko	Executive Director, Agriculture in the Classroom
Tena Strunk	Financial Services Supervisor, Affinity Credit Union
Cheryl Thompson	Manager, Group Administration, Saskatchewan Blue Cross
Lorena Urquiza	Children's Counsellor/Co-ordinator, Interval House
Lesley Washington	Director, Tamara's House Inc.
Genevieve Wood	Principal, Westmount School

Report from the Board Chair



Leadership Saskatoon celebrates its 10th year in 2011 and again we had a strong cohort with a good mix of public, private and not for profit candidates.

In this past year we have experienced a number of changes.

In June, Shannon Floer, Program Director left on a one year maternity leave. Shannon and husband Wayne welcomed baby Lucas and we wish all of you well. To cover for Shannon the Board recruited Dolores Wollbaum. Dolores is a training specialist experienced in designing, developing and delivering training with experience in adult education. Dolores is currently completing a Masters degree in Leadership with Royal Roads University. Dolores fits right in as one Board member commented "she speaks our language"! Welcome Dolores, the board looks forward to working with you.

We also saw the move of our office space from Ideas Inc. to the Affinity Credit Union building on 22nd Street and 3rd Avenue. Many thanks to Donna Bruce, Director of Administration for all her hard work both with the move and all the administration work for the program this year.

We welcomed 2 new members to the Board – Kelly McInnes who is the new University of Saskatchewan representative and Bev Dubois, City Councillor. We welcome their input and enthusiasm. Sadly we will bid farewell to a number of our current Board members – John McAuliffe, Past Chair; Julian Demkiw, Vice Chair; Dinny Holroyd, Secretary and Dr. Bill Brooks. I would personally like to thank each of them for their contributions, support and guidance.

Again this year Leadership Saskatoon partnered with the Greater Saskatoon Chamber of Commerce and presented the second annual Community Leadership Award in conjunction with the SABEX Awards. Our recipient, Mr. Om Kochar has a long list of contributions and recognition for his efforts which have greatly enhanced our community. We were also fortunate to have Mr. Kochar speak at the closing celebration of this year's program.

Through the hard work of Doug Finnie, Director of Community Relations, we have record levels of community support and sponsorship. Thank you Doug.

Leadership Saskatoon continues to be a strong program promoting all aspects of community leadership to ensure a vibrant and inclusive community. Thank you to my fellow Board members and staff for all the work that goes into ensuring this vision is met.

Jane Kulbida, Board Chair

Community Relations Report



In early 2009 Leadership Saskatoon created a part-time position of Director Community Relations. I joined the team at Leadership Saskatoon in that capacity.

I continue to enjoying working with the dedicated group of volunteers, staff and participants. I believe we are all contributing toward providing enhanced leadership in the Saskatoon community. My background in the financial services industry and my involvement in many community organizations give me the ability to promote Leadership Saskatoon and its values to many organizations and businesses in Saskatoon.

My prime areas of responsibility are:

- To secure candidates for the program each year, and
- To implement a funding program to ensure the organization is self-sustaining.

I am pleased to report good progress on both goals.

We had 28 candidates commence and 25 complete the 2010-11 program. Another 27 candidates are registered for the 2011-12 program. We are achieving a good balance of high quality candidates with business, non-profit and public sector backgrounds. First Nations candidates are a growing population in our program.

Our Sponsorship Program receives growing support in our community. More than thirty generous community minded organizations will be supporting Leadership Saskatoon through various levels of sponsorship in 2011-12.

Please visit www.leadershipsaskatoon.com/sponsors.html to view our current sponsors and friends. We are grateful to our supporters and volunteers for their faith in Leadership Saskatoon. Our team works hard to continue to earn their support.

Community leadership definitions are elusive but the Australian Centre for Leadership for Women provides the following explanation which I believe fits well with the mission of Leadership Saskatoon:

"Effective community leadership is increasingly recognized , as an important contributor to local social development. The leadership approach is based on a premise that individual development enhances community capacity. This is accomplished through training that equips people with the tools and understanding of the decision making process and allows their views to be expressed and incorporated into future development and planning. The acquisition of new skills also enhances effectiveness in addressing issues affecting their communities. It should also strengthen the community's capacity to identify opportunities and address crises in innovative ways."

Our program has been providing Community Leadership Development since 2000 and as such Leadership Saskatoon is pleased to contribute to ongoing social development in Saskatoon.

Doug Finnie, Director Community Relations

Program Report



I enjoyed the opportunity to return to Leadership Saskatoon's staff team in the new role of Program Director with the responsibility of overseeing the Program Committee and supporting our participants. This year we expanded the accessibility to volunteering with Leadership Saskatoon by creating a volunteer guide and changing the Program Committee structure as an advisory committee with a number of work groups and a sub-committee. We met three times this year to review the assessment feedback from each challenge day, gather ideas for the In-Between and discuss how things were going in the program. A May half-planning day was a success with the group recommending only minor tweaks to the curriculum and an increased focus on our value of diversity and inclusion.

Our class was full again at 28 participants with a good balance between the corporate, public and not-for-profit sectors. The participants were eager to share their experiences and passions and demonstrated at each Challenge Day how they were applying what they were learning to their community of choice. We went back to our roots and deepened our focus using our mission and values to feed the curriculum. Additions to our curriculum this year included one day focused on communication where our participants learned more about leading conversations, facilitative leadership and the power and utility of storytelling. We were also more intentional about bringing in more alumni and leaders from our community to speak at Challenge Days.

In an effort to offer great learning support to our participants we opted to have learning teams form at the January Challenge Day and focus on conversation circles throughout the fall. Participants spent time learning about how to learn as a team, how to discuss and explore issues without focusing on an outcome or product right way. This year our learning teams focused on: gangs, children not in school, homelessness, green initiatives and immigration to Saskatoon. The presentations at the Closing Retreat were very rich and created a great deal of discussion. One of our participants was so moved regarding the homelessness presentation he has gathered a team at his workplace to volunteer with Habitat for Humanity. Another participant as a result of exploring homelessness is volunteering with his staff at a local soup kitchen. We were very fortunate to have five professional coaches volunteer to work with the learning teams this year.

Thank you to all the volunteer facilitators, coaches, panelists, program committee members and mentor sub-committee members-your time, creativity and passion for leadership is very much appreciated!

I have very much enjoyed this year and will be taking a maternity leave for the 2011-2012 program. I plan on returning for 2012-2013 and I'm excited to see how the program grows under the direction of Dolores Wollbaum.

Shannon Floer, Program Director

If it is true that we are made for community, then leadership is everyone's vocation, and it can be an evasion to insist that it is not. When we live in the close-knit ecosystem called community, everyone follows and everyone leads.

~Parker Palmer

Mentor Sub-Committee Report



The mentorship component has been an integral part of the Leadership Saskatoon program since 2001. The mentorship component matches each new participant (mentoree) with a community leader (mentor), with the expectation that they will meet at least four times both during, and after the program. The mentorship component gives the participants an opportunity to get a picture of the realities, opportunities and challenges in our community with the benefit of the experience that the mentor brings.

Since the mentorship component has been added to the Leadership Saskatoon program, over 100 community leaders have volunteered as mentors. Some have been mentors for years and they put a reputation, “a face” and a presence to the title of **community leader**. We are very appreciative that they are able to share their insights and knowledge and assist in the growth of our future community leaders. The mentor relationship and experience has been valued by both the participants and the mentors and is a unique aspect to the success of Leadership Saskatoon.

The Mentor Sub-Committee is responsible for gathering and reviewing background information on both the participants and prospective mentors; matching the participants and mentors as best as we can; assigning a member of the Mentor Sub-Committee to each participant and mentor; and supporting and assisting the mentorship process. We are constantly looking at ways and ideas to improve the process and make the matches even better.

We want to thank all the Saskatoon leaders who have served as mentors for Leadership Saskatoon. We appreciate the time, energy and commitment to the future of our community. Members of the Mentor Sub-Committee and Mentors for 2010-2011 year are listed on pages 8 & 9 of this report.

Rick Rowley, Mentorship Committee Chair

Administration Report



Leadership Saskatoon has enjoyed a very successful program year and continues to grow exponentially with the addition of more participants, alumni, volunteers and sponsors. Doug has done a tremendous job of recruiting both participants and financial supporters. Shannon brought a number of new volunteers on board to help as coaches and learning facilitators.

This year we were able to provide tuition assistance for a total of six participants. We sincerely appreciate funding from the Saskatoon Community Foundation, United Way of Saskatoon and Area, RBC Foundation, and the government of Saskatchewan that was directed to funding participants needing financial assistance. Even at that we were not able to fund everyone who wanted to participate – difficult choices had to be made!

We now have over 240 program alumni, and keeping track of them all can be a challenge! The process was helped this year with the decision to hold an alumni reunion. We involved a number of alumni in the process of communicating with their fellow alumni, resulting in a great gathering of some 60 people in early May, collection of a lot of updated contact information, and the makings of an alumni committee that, we hope, will instigate some meaningful activity for Leadership Saskatoon alumni in the coming year.

Leadership Saskatoon continues to partner with Volunteer Saskatoon to offer noon-hour Lunch and Learn programs through the year. Attendance at the 4 sessions increased significantly this year, which should be considered a great vote of confidence to those who are doing the planning and organizing: Shannon Floer, Christine Epp and Dinny Holroyd. We also held one Fireside Chat this year, with Chief of Police Services Clive Weighill sharing some of his leadership journey.

Leadership Saskatoon was pleased to be a "Friend" to the University of Saskatchewan Leadership Conference 2011. Shannon was heavily involved in conference planning and though it suffered a bit in terms of registration, it was a wonderfully rich and valuable conference for all who attended.

In May we moved our office to a space in Affinity Credit Union's building at 309 22nd Street East. It was tough to leave Ideas Inc., but we have found ourselves a wonderful and very reasonable landlord, and are feeling quite blessed!

In spite of significant support from the community we continue to struggle a little with financial viability. We have greatly appreciated those who have provided in-kind donations, such as space for challenge days, reference books and media coverage. Still, costs for venues, food and program materials have increased significantly. Some anticipated funding also did not materialize, and was deferred into the next year. The board has decided to increase the charge for tuition to \$3200 for the 2011-2012 program year in hopes that we will be in better shape to weather potential ups and downs in future years.

I want to recognize the wonderful support for all things financial provided by our volunteer book-keeper, Maureen Smith-Windsor, especially through the CRA audit we experienced last fall. I believe we have all our "ducks in a row" now! I am also tremendously grateful to have such wonderful, capable and energetic co-workers as Doug and Shannon. It is quite a privilege to be able to be part of a self-directed team like this one!

Lastly, I want to thank the board, and especially the board executive, for their ongoing guidance and support. They are the leaders of Leadership Saskatoon.

Donna Bruce, Director of Administration

2010 - 2011 Distinguished Contributors

Board of Directors

Lawrence Boehm

Bill Brooks

Julian Demkiw

Bev Dubois

SIAST

eclecthink international

Saskatchewan Legal Aid Commission

Saskatoon City Council

Trevor Forrest
Joanne Harpauer-Digneau
Dinny Holroyd
Jane Kulbida
John McAuliffe
Kelly McInnes
Kent Smith-Windsor

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Retired
Concentra Financial
Greater Saskatoon Catholic Schools
University of Saskatchewan
Greater Saskatoon Chamber of Commerce

Program Committee

Lawrence Boehm
Bill Brooks
Barbara Clanchy
Diane Fletcher
Shannon Floer
Rhonda Gustavson
Dinny Holroyd
Gisele Howard
Linda McCann
Kelly McInnes
Robin Mueller
Teresa Quilty
Rick Rowley
Lenore Swystun
Christine Thompson
Ashley Topuschak

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Avenue Community Centre
Vadis Consulting Group
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Crestfire Executive Consulting
Retired
SaskTel
McCann Consulting
University of Saskatchewan
University of Saskatchewan
Cameco Corporation
St. Joseph's High School
Prairie Wild Consulting Co.
United Way of Saskatoon and Area
Innovation Place

Facilitators and Coaches

Andrew Bergen
Bill Brooks
Diane Fletcher
Shannon Floer
Marielle Gauthier
Rhonda Gustavson
Dinny Holroyd
Patricia Katz
Ruth Kinzel
Linda McCann
Robin Mueller
Betty Mutwiri
Teresa Quilty
Don Ramage
Randy Robinson

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Fahey Floer Consulting Group
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Crestfire Executive Consulting
Retired
Optimus Consulting
Kinzel Cadrin & Associates Consulting Inc.
McCann Consulting
University of Saskatchewan
Saskatoon Health Region
Cameco Corporation
FocalPoint Coaching
Saskatoon Health Region/Robinson Consulting

Mentors

Bruce Acton
Zeba Ahmad

St. Paul's Hospital Foundation
Phenomenome Discoveries Inc.

Mary Beckett	Concentra Financial
Susan Bens	University of Saskatchewan
Diane Boyko	Greater Saskatoon Catholic School Board
Bill Brooks	Eclethink International
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Maryann Deutscher	Potash Corp (Potash Division)
Marion Ghiglione	Handy Group of Companies
Devin Heidt	Heidt Enterprises Ltd, FDG Inc, Bigfish Enterprises Ltd.
Tom Kishchuk	Hitachi Canada
Dave Knowles	Retired Educator
Mavis McPhee	READ Saskatoon
Barb Macpherson	YWCA Saskatoon
Robin Mitchell	Greater Saskatoon Catholic Schools Foundation
Keith Moen	North Saskatchewan Business Association
Les Morrison	Consultant
Bill Peterson	Creative Fire
Alison Pickrell	Saskatchewan Institute of Applied Science & Technology
Jeanne Remenda	Retired
Steve Shannon	City Hospital Foundation
Melana Soroka	University of Saskatchewan
Tim Squire	Investors Group Financial Services Inc.
Lenore Swystun	Prairie Wild Consulting Co.
Hugh Vassos	Vassos Marketing Group
Garnette Weber	Itracks
Al Zack	HCF Mercantile Inc.

Mentorship Sub-Committee

Glenda Ball	People First HR Services
Doug Finnie	Doug Finnie & Associates
Shannon Floer	Leadership Saskatoon
Deborah Gorlick	SaskTel
Dinny Holroyd	Retired
Giselle Howard	SaskTel
Douglas Njaa	Evan Hardy High School
Larry Parnell	City of Saskatoon
Rick Rowley	St. Joseph's High School

Leadership Saskatoon Staff

Donna Bruce (Director of Administration)
 Doug Finnie (Director Community Relations)
 Shannon Floer (Program Director)

Bookkeeper

Maureen Smith Windsor (volunteer)

2010-11 Sponsors and Funders

Gold

- Affinity Credit Union
- Airline Hotels and Resorts Ltd.
- Cameco Corporation
- Concentra Financial
- Greater Saskatoon Chamber of Commerce
- RBC Foundation
- Saskatchewan Blue Cross
- Saskatchewan Indian Institute of Technologies
- Saskatchewan Ministry of Advanced Education, Employment & Labour
- Saskatoon Health Region
- University of Saskatchewan

Silver

- Cherry Insurance
- Concorde Group
- Saskatoon Community Foundation
- United Way of Saskatoon and Area

Bronze

- Davis Machine
- Miner's Construction
- Saskatoon Prairieland Park
- SaskTel
- Sheraton Cavalier Saskatoon

- Welldone Mechanical

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Dinny Holroyd
Image Adventure Photographics
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Jane Kulbida
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Saskatoon Airport Authority
Kent Smith-Windsor
Melana Soroka

Leadership Saskatoon's Founding Partners

- ❖ Greater Saskatoon Chamber of Commerce
- ❖ Saskatoon Community Foundation
- ❖ University of Saskatchewan

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