

# Family Service Regina

2024 - 2025  
ANNUAL REPORT



# Board of Directors



→ **EXECUTIVE**

Leslie Trobak, President  
Jim Hall, Past President  
Carrie Carson, Treasurer

→ **DIRECTORS**

Michael Hagen  
Greg Hovdestad  
Kent Peterson  
Sheena McCallum  
Stephanie Kievits  
Jeffrey Buck  
Esosa Idahosa  
Amy McRae

→ **RETIRING BOARD MEMBERS**

*Completed three (3) - 3-year terms:*  
Jim Hall  
Michael Hagen

*Resignations:*  
Esosa Idahosa  
Amy McRae

## Land and TRC Acknowledgement

Family Service Regina (FSR) acknowledges that we live and work on Treaty 4 territory, the traditional lands of the Nêhiyawak, Anihşināpēk, Dakota, Lakota, and Nakoda, and the homeland of the Métis Nation. We recognize the deep and enduring relationship that Indigenous Peoples have with this land and honour their history, culture, and contributions.

We respect the traditional stewards of Turtle Island’s lands and waters. We acknowledge the harms caused by colonization and are committed to walking alongside Indigenous Peoples on the path of Truth and Reconciliation.

As an organization, we are committed to ongoing learning, meaningful dialogue, and taking concrete actions to support reconciliation in both our personal and professional communities.



Harvesting sage with the Circle Project | August 2024

# Board President & CEO



Wildfire smoke hangs in the air as we prepare this annual report. Saskatchewanians displaced by the fires seek refuge throughout the province, including Regina. It is a powerful reminder of the connections we have to events near and far, and most importantly, to each other.

The challenging economy and major world events have a cascading impact on our communities. There are many pressures in life that can, at times, feel overwhelming, and FSR is dedicated to meeting our community's needs and providing support.

On behalf of the Board of Directors for FSR, I would like to congratulate the team members of FSR for their dedicated service to our community. FSR's leadership team continues to identify new and innovative opportunities to provide community support. FSR has welcomed partnerships with other community-based organizations and key stakeholders, enriching the network of services available for clients.

Collectively, the Board and the staff at FSR reviewed and refreshed the organization's strategic plan, and we are proud of the framework we have produced to better reflect the rich diversity of the communities we serve. We look forward to this next chapter.

**Leslie Trobak** | President of the Board



This past year, FSR completed a strategic planning review, renewing our commitment to building a resilient, inclusive, and connected community. Our refreshed plan affirms our long-standing purpose while setting clear priorities for the future.

We introduced a new Purpose Statement focused on positive human connection, updated our visual identity, and revised our core values to reflect equity, collaboration, and innovation. With progress underway in expanding access, deepening partnerships, and growing capacity, we continue to address complex social issues through early intervention, trauma-informed practice, and sustainable growth.

Meaningful change happens through strong relationships and a shared vision. As described in Forces for Good, "Great nonprofits work with and through organizations and individuals outside themselves to create more impact than they ever could alone." This belief is embedded in our work at FSR.

I'm inspired daily by the compassion and dedication of our team. As we look ahead, we are energized by our strategic direction and remain grounded in the values that guide us toward a more equitable future.

**Kirk Englot** | Chief Executive Officer

**“Great non-profits work  
with and through  
organizations and  
individuals outside  
themselves to create  
more impact than they  
ever could alone.”**

*Forces for Good: The Six Practices of High-Impact Nonprofits*  
by Leslie R. Crutchfield and Heather McLeod Grant





# Strategic Plan



## Our Purpose

At Family Service Regina, we believe positive human connections are the cornerstone of well-being and resilience. Through collaborative partnerships, we are dedicated to contributing to an equitable, inclusive, and violence-free environment that empowers individuals and strengthens our community.

This purpose statement reflects our belief in connection as the foundation for resilience and well-being. It underscores the importance of social bonds in helping people navigate challenges and highlights our role as collaborators in building a safer, more inclusive community. We're committed to fostering a violence-free environment where everyone feels secure, supported, and empowered to thrive.



## Our Vision

We envision a safe, inclusive, and connected community where all people are resilient and thriving.



## Value Statements

**RESPECT:** We treat all individuals with dignity and compassion.

**ACCOUNTABILITY:** We commit to ethical practice, transparency, and continuous improvement.

**COLLABORATION:** We believe in the power of relationships to build stronger communities.

**INCLUSIVITY:** We address systemic inequities and create space for every voice.

**EMPOWERMENT:** We foster self-autonomy and connection through collaborative support.

**INNOVATION:** We respond to emerging needs with creativity and intention.

## Tagline and Visual Identity



**LOGO:** Featuring a hand-illustrated weaving of paths forming the FSR acronym, symbolizing the intersecting journeys that shape our communities.

**TAGLINE:** Thriving communities, reflecting our commitment to a safe, connected, and positive future for all.

**COLOUR PALETTE:** A refreshing green - to evoke calm, connection, and create consistency across our materials.

# Building Thriving Communities by 2030



## Balanced Scorecard Perspective

## Strategy

Collaborators & stakeholders

- Develop and deepen collaborative relationships to integrate system responses for our clients
- Collaborative protocols in place for systems improvement

Financial

- Address funding and capacity gaps
- Funding stream covers our true costs
- Fundraising can be prioritized for testing new and innovative ideas

Clients

- Increase our capacity to address the complex social needs of our clients
- Further integration of early intervention and prevention into our program design
- Technology for service navigation and online booking to reduce barriers to access and simplify self-navigation

Processes, systems, & structures

- Invest in processes, procedures, and structures for sustainment
- New, quality facility
- Improved efficiency and data integrity
- Stakeholder reporting is quicker and more efficient

Invest in our personnel

- Our employees can address the complex needs of our clients
- FSR employees are feeling well and supported at work

# Programs & Services

## Counselling

Counselling services support individuals, couples, children, and families. Our trauma-informed team uses evidence-based approaches to collaborate for lasting change.

*"This is the best counsellor I've ever had and it is genuinely changing my life In ways, I never thought possible. The support and care and perspective mean the world to me."*

## FSEAP

Family Services Employee Assistance (FSEAP) supports employees and their families with a wide range of issues. Our goal is to help the wellness of employees and organizations, providing the right help at the right time.

## Gender-Based Violence

Trauma-informed support for those experiencing violence. We assist with safety planning, provide emotional support, and connect with vital resources.

*"You've helped me a lot. It is just like when I am getting lost in the dark with hopelessness, you are bringing a lamp and coming towards me. I am always grateful to you."*

## Young Parent Program

Supporting pregnant and parenting youth to balance education and parenthood. We provide essential social, emotional, medical, and academic resources for both parents and children.

## Library Community Outreach

Located in the Community Commons at the Central Library, our Outreach Crisis Workers offer immediate, onsite support to those in crisis or seeking change.

*"Over the past few months, a client began regularly connecting with Library Outreach Workers. As trust developed, the client asked for help navigating the Saskatchewan Income Assistance and Old Age Security systems. The counsellor supported the client in addressing financial and mental health challenges. This reflects the Outreach Workers' strong ability to build rapport and provide meaningful support when it's needed most."*

## Older Adult Response Service

Specialized supports to seniors who are being impacted by abuse at the hands of an intimate partner or family member.

# Highlights from the Year

Re-designed our website to ensure an easy, barrier-free online booking process.

Refreshed our tagline, visual identity, and strategic plan - reflecting our commitment to a safe, connected, and positive future for all.

Our Library Outreach Program supported hundreds of vulnerable individuals with on-site counselling and connection to resources.

We launched a pilot of the Circle of Security Parenting Program, with powerful early outcomes.

RE:CONNECT and Community Connect Regina expanded access to free programs and services.

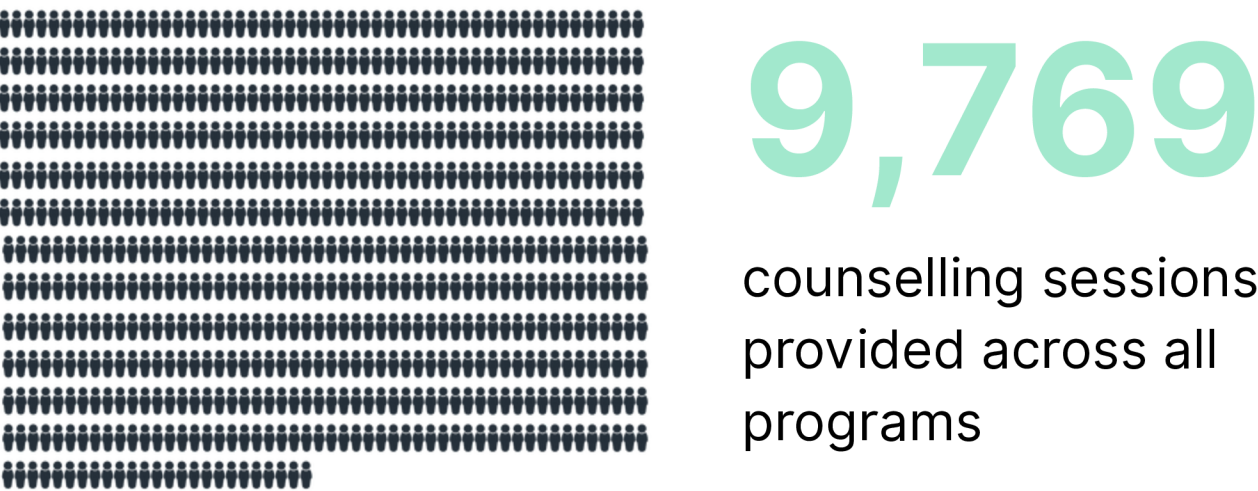
The Young Parent Program helped young families pursue education, life skills, and community connection.

Partnered with SK Queer Collective to expand our 2SLGBTQIA+ counselling services

Launched the Early Intervention Program for families at risk of using violence.

# Community Impact

New and returning clients reported improved emotional health, increased stability, and stronger connections to community resources.



74 young parents, and 104 children supported through the Young Parent Program

400+ community members connected to services through Community Connect Regina

985 referrals made through our library-based outreach work



# Gender-Based Violence

2,897 New files opened  
240 new files per month, or 8 per day.

Referrals recieved  
629 referrals per month, or 20 per day.

7,548

15,650 Support Services Provided  
Including home visits, phone calls, and court updates — 1,304 per month or 63 per workday.

67

Group sessions held

679

Total participants in group sessions

10

Average number of attendees per group

# Fund Development

Family Service Regina's Social Impact would not be possible without our funding partnerships. We appreciate the opportunity to collaborate and collectively impact our community. Thanks to our funding partners, we have been able to sustain and expand our services and make a real difference in people's lives.

## Thank You to our Funders

### Government of Saskatchewan

- Ministry of Social Services
- Ministry of Justice and Attorney General
- Status of Women Office, Ministry of Parks, Culture and Sport

### South Saskatchewan Community Foundation

- The Johnny Z Healthy Minds Fund
- Lorne & Evelyn Johnson Foundation

### Family Service Saskatchewan

### City of Regina

### Mazon Canada

### Affinity Credit Union

## Fundraising Highlights

At FSR, we understand the profound impact of community connection on our ability to fulfill our purpose, vision, and values. We are immensely grateful for the generous support of numerous organizations and individuals who have contributed time and resources to offer hope and enact positive change within our community, including:

### Casino Regina

### CNG Stone Products

### Rapid Relief Team

### Heritage Community Association

*"The (Young Parent Program) van has been a huge help around the Shirley Schneider Support Centre. I see students who are getting rides to school when they live farther away, which means they can have a chance to get to school without being late and waiting for a bus. Personally, it is a huge help for when I have appointments since I don't drive. Thank you guys so much for giving us moms more opportunities like this. We appreciate it, even if the others don't mention it "*



# Jukebox Mania | October 25, 2024

## \$65K

raised to support our programs & services



Our 15th annual Jukebox Mania brought the community together once again for an unforgettable night of music, fun, and fundraising. Thanks to the incredible support of our sponsors, teams, and volunteers, we raised \$65,000 to support the services that help individuals and families thrive.

As our biggest fundraising event of the year, Jukebox Mania continues to show the power of community coming together for a cause.

## Thank you to our sponsors!

Bassendowski Agencies	Speers Funeral Chapel
CODC	Sherwood Coop
DeThomas Wealth	SaskTel
Heidelberg Materials	Tandem X Visuals
ISC	Virtus Group
Kanuka Thuringer	Western Litho Printers
OWZW Lawyers	Westridge Construction
Pure Country 92.7	Young's Equipment

Join us for the next Jukebox Mania:

## OCTOBER 24, 2025

# Staff Service Recognition & Retirement



## Retirement

### **Linda Routledge**

Counsellor | 12.75 years

As a gentle and caring child and family counsellor, Linda brought warmth, compassion, and a deep sense of commitment to every client. Her innovative approach, unconditional support, and open-door created a welcoming space for all. Linda remained invested in her own growth and in uplifting those around her, including mentoring students. She leaves behind a lasting legacy of kindness, wisdom, and compassion. The leadership and staff extend our deepest appreciation and best wishes to Linda as she steps into this next chapter.



## 10 Years

### **Laura McCusker**

Gender-Based Violence Court Case Worker

Laura has dedicated the last decade as a Court Caseworker Worker, tirelessly supporting the Domestic Violence Treatment Court, and working directly with victims. Her commitment to the prevention of gender-based violence and her compassionate support has made a lasting impact on countless lives. She exemplifies the values of collaboration, advocacy and care in everything she does. The leadership and staff extend their heartfelt congratulations to Laura on this important milestone and look forward to continued collaboration well into the future.

## 5 Years

### **Brittany Muir**

Young Parent Support Counsellor

### **Alana Ingram**

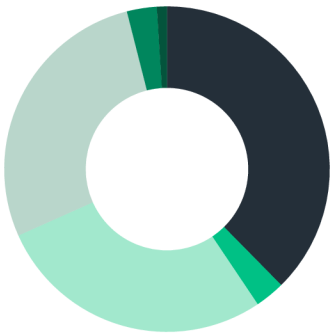
Administrative and Accounting Support

# Financial Report

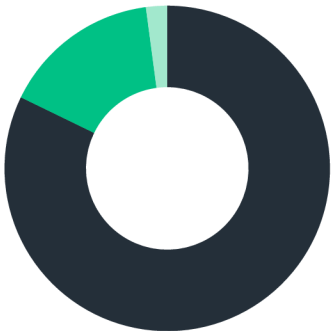
At Family Service Regina, our social purpose is at the heart of everything we do. We continue to deliver trusted, high-impact programs while securing fair, sustainable contracts and growing a diverse funding base. By investing in smart systems and keeping administrative costs lean, we remain focused on what matters most: delivering meaningful support where it’s needed most.

## Total Revenue: \$4.1 Million

Government of Saskatchewan	37.6%	●
United Way of Regina	2.6%	●
Grants	27.1%	●
EFAP/Social Enterprise	28.0%	●
Donations & Fundraising	3.3%	●
Other	1.4%	●



## Total Expenditures: \$4.0 Million



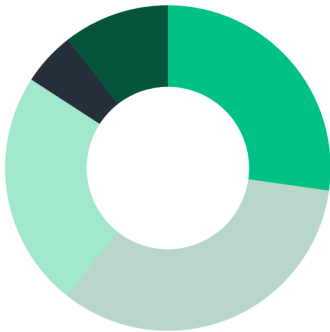
### Category

●	82.2%	Operations and Service Delivery
●	15.7%	Administration
●	2.1%	Fundraising

### Program Stream

*Breakdown of the 82.2% Operations & Service Delivery*

Gender-Based Violence	22.7%	●
Counselling & Education Services	27.6%	●
FSEAP	19.1%	●
Young Parent Program	4.3%	●
Other	8.5%	●







**Family Service**  
**Regina** Thriving communities.

*"I'm so thankful for everything you do for me and others. I imagine your job is a very thankless job, but please never give up. You provide a bit of hope to the hopeless."*



200-1440 Broadway Ave Regina, SK | 306.757.6675 | [familyserviceregina.com](http://familyserviceregina.com)