



ELMWOOD

RESIDENCES INC

ANNUAL REPORT 2019-2020



Dear Community Partner:

We are thrilled to share Elmwood's 2019-2020 Annual Report with you. We hope that the information and stories included in these pages highlight the amazing individuals we serve and the passion of our team members who ensure the residents of Elmwood live fulfilled lives through our Resident First Approach.

Our approach to this year's report is to invite you into our family at Elmwood. We want to provide you with a sense of direction of where we are headed as an organization and to highlight our commitment to the continual improvement and the evolution of services - all with the end goal of ensuring that the residents we serve are living their best lives.

Our focus over the past year has been to lay the foundation for the growth and evolution of the organization. We have developed meaningful and positive relationships with funders, partners and stakeholders focused on enhancing the supports and services delivered by Elmwood. This has resulted in growth of the organization through the birth of an Enhanced Supported Independent Living Program and an expansion of services through our Community Inclusion Program. The capacity that these investments provide will allow Elmwood to better serve the residents of today and prepare for the residents of tomorrow.



We have also dedicated ourselves to building readiness for change through planning for our future. This process and the resulting Strategic Plan will serve as a guide for the organization. Over the next three years, the plan articulates core goals for the organization:

- *Strengthening Core Functions of Elmwood to ensure Residents live fulfilled lives.*
- *Learning, Planning and Preparing for Change through a Resident First Approach.*
- *Connecting and Engaging with Key Partners.*

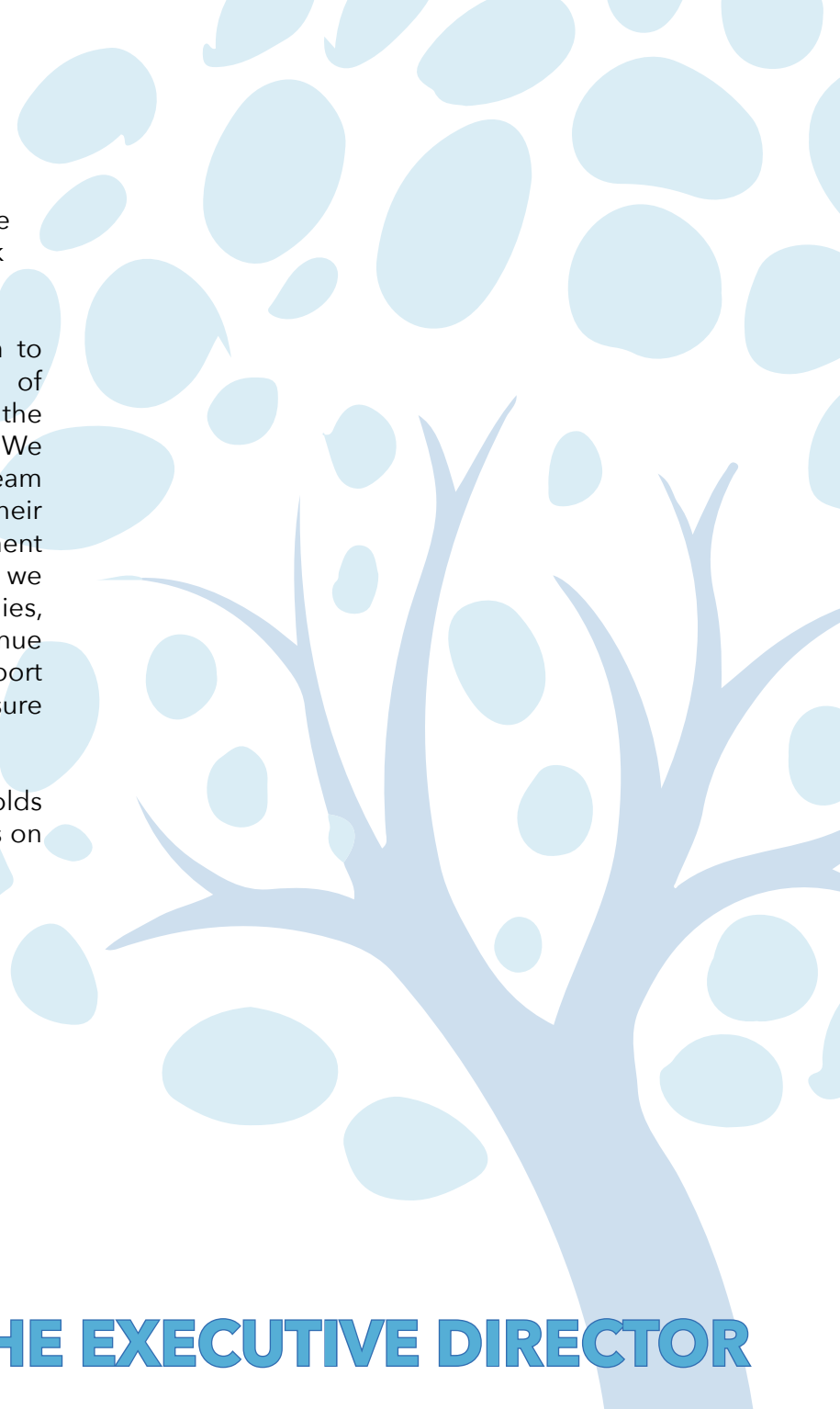
These areas will serve as the light post for the organization and we are very excited to work towards these goals.

On behalf of Elmwood Residences, I wish to extend sincere appreciation to the Board of Directors who give of themselves to support the evolution and growth of the organization. We also want to express our gratitude to our Team Members who go above and beyond in their roles every day and demonstrate commitment and kindness to one another. More broadly, we wish to extend our appreciation to our families, community and funding partners who continue to provide us with the opportunity to support the incredible individuals we have the pleasure to serve.

We are so excited about what the future holds for Elmwood. We invite you to come with us on our journey.

In appreciation,
Rachael Steinke, Executive Director
Elmwood Residences Inc.

MESSAGE FROM THE EXECUTIVE DIRECTOR



*We can sum up our year at Elmwood
with two words - growth and change.*

Using our Resident First Approach as our guide, Elmwood initiated several changes at the beginning of the year. We actively recruited new Board Members who have brought diverse skills and fresh perspectives with a commitment to Elmwood's Vision, Mission and Guiding Principles. We welcomed new positions and team members focused on providing increased operational support. Overall, we are focused on continually increasing our capacity and capabilities so that we can meet the demands of our future.

Through a robust Strategic Planning process, we have created a Roadmap for the organization. This process included many of our partners and stakeholders including family members, team members, advocacy organizations, the Ministry of Health and the Ministry of Social Services. From these sessions, we have developed a comprehensive three (3) year Strategic Plan which will be updated on an annual basis.

As an organization, we paused our work on finalizing our Strategic Direction when Covid-19 emerged. Our focus shifted to the uncompromising protection of our residents, team members, families, and the broader community. We are incredibly grateful for the way leadership addressed challenges and took action to protect our communities. Our team members stepped up to meet the challenge while continuing to provide support to our residents. It takes tremendous energy and creativity to keep our residents meaningfully engaged while preserving their sense of belonging and connection when



their familiar events and workplaces are shut down. Elmwood's active management ensured the overall well-being of our residents.

Currently, Elmwood's response to Covid-19 still requires significant priority, which requires significant monitoring. We are now slowly transitioning to a balanced approach of protecting our residents, ensuring residents are participating in programming, and supporting our families. This will continue to be dependent on the external environment. Once we reach the post-Covid 19 state, we will continue to bring the goals outlined within our Strategic Direction to life to ensure a strong future for our residents, families and organization.

Sincerely,
**Gary Emde, Chair of the Board of Directors
Elmwood Residences Inc.**

MESSAGE FROM THE BOARD CHAIR

OUR VISION is for people living with intellectual disabilities to be empowered to lead full and meaningful lives.

OUR MISSION is to provide individualized care and support that nurtures growth, well-being and belonging for people living with intellectual disabilities.

OUR GUIDING PRINCIPLES:

- Resident First
- Teamwork
- Respect and Dignity
- Relationships and Partnerships
- Community Inclusion
- Continuous Reflection and Growth
- Communication and Openness
- Advocacy
- Innovation and Creativity
- Integrity and Accountability

Overview of the Strategic Plan

The goals outlined below act to streamline the focus for the organization while also building a narrative of where Elmwood is today and the directions it is aiming for. Based on the results of this Strategic Planning Process, the three (3) key Strategic Goals and associated Objectives for the Organization include:

Strengthening Core Functions of Elmwood to ensure Residents live fulfilled lives

This goal implicitly recognizes the past internal work that Elmwood has done to rebuild trust and maintain the day-to-day operational elements to best meet the needs of its residents. Regardless of future direction, Elmwood must continue to succeed at the foundational elements of providing its programming and services: furthermore, these strengths will help support upcoming growth and development.

Learning, Planning, and Preparing for Change through a Resident First Approach

Elmwood as an organization, as exemplified by its leadership through the planning process, recognizes the importance of understanding its current realities while also acknowledging what still needs to be learned. This goal recognizes that effort needs to be invested in learning more about effective practices from around the world and continuing the work of planning for different scenarios.

Connecting and Engaging with Key Partners

In inviting key stakeholders to take part in the Strategic Planning Session, Elmwood demonstrated a commitment to engaging with staff, funders, community partners, and the parents and families of Elmwood Residents. This goal recognizes the importance of intentionally continuing these conversations to help inform Elmwood's future directions, identify new ideas and potential resources to draw on, and demonstrate the organization's commitment to working in community.



Our Resident First Approach



- We recognize and support the inherent right for the individual to be supported in a manner consistent with a Resident First approach.
- We strive to provide choice and support in a manner that recognizes the capabilities and strengths of each individual.
- We focus on the development of authentic relationships with the individuals we serve.

As an organization, we are focused on fostering a Resident First Approach in the delivery of our supports and services. Over the course of the past year, Elmwood has further developed this approach and believes that we all have a role to play in ensuring that the individuals we serve are empowered to lead full and meaningful lives.

Elmwood intentionally uses inclusive language (WE) to represent the Residents, Family Members, Team Members, Volunteers, Partners and all others who have a part to play in the lives of those we serve.

The Foundations of our Resident First Approach include:

RESPECT and DIGNITY

We honor and provide support in line with the Convention of the Rights of Persons with Disabilities.

We treat all individuals receiving support with respect and dignity, recognizing their intrinsic value as human beings.

We interact with each other with respect and compassion focused on solutions which meet the needs of the individuals we serve.

ADVOCACY

We build confidence and capability of those we serve to speak for themselves.

We advocate for the needs of the individuals within our support system.

We foster relationship-based advocacy with families and partners.

We advocate for the needs of our organization in order to better serve the individuals we support.

We partner with others to bring attention to issues, trends and gaps to improve the support services provided.

TEAMWORK

We work collaboratively with individuals, families, partners and team members to support the needs of the individuals we serve.

We are inclusive and speak with one voice to support the individuals we serve.

CONTINUOUS REFLECTION and GROWTH

We recognize and honor the ability of individuals to learn and grow.

We support growth and skill development of those we serve by doing with, not for.

We challenge ourselves to learn and grow so we can better support those we serve.

We evaluate the programs delivered by Elmwood in order to improve and grow services in line with best practice.

INTEGRITY and ACCOUNTABILITY

We act with integrity in thought and action.

We take accountability for our actions and work to rectify issues.

We operate within the parameters of our Service Agreements and funding.

RELATIONSHIPS and PARTNERSHIPS

We recognize that all human beings require relationships to be fulfilled and embrace life.

We value authentic relationships with the individuals and families we support.

We support residents to develop meaningful relationships with others.

We value and embrace key partners working to enhance the lives of the individuals we support.

We value partnerships with businesses, community and Government.



COMMUNITY INCLUSION

We celebrate diversity and welcome people to learn about Elmwood and those we serve.

We advocate, support and facilitate for individuals to be meaningfully included in their communities.

We facilitate opportunities for the community to be involved in the supports Elmwood provides.

We build awareness, openness and pathways for Community Inclusion.

INNOVATION and CREATIVITY

We value innovation and creativity in the supports and services we provide.

We recognize the contributions of the individuals we support, their families, team members and partners in the development of innovative options and solutions.

We create a safe environment to foster innovation and creativity.

COMMUNICATION and OPENNESS

We communicate in meaningful and effective ways to meet the needs of those we serve and their families.

We explore new mediums of communication to support understanding, openness and transparency.

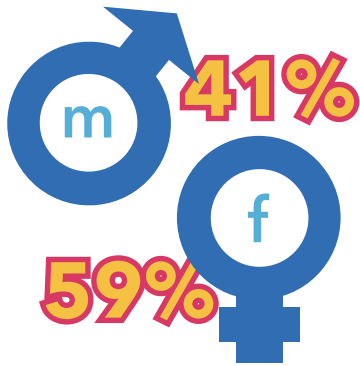
We foster a culture of openness and dialogue with individuals, families, team members and partners.

Who We Serve

Elmwood serves individuals living with intellectual disabilities who meet the mandate to receive services from the Ministry of Social Services - Community Living Service Delivery.



**Total Number
Individuals Supported**



**Range of Ages supported
by Elmwood Residences**





32 Residents
at Kinsmen Manor



60 Residents in
Community Homes

Individuals served through
Supportive Independent
Living Program and Enhanced
Supportive Independent Living Program



**Average Age
Per Program**

65

53

45

**KINSMEN
MANOR**

**COMMUNITY
HOMES**

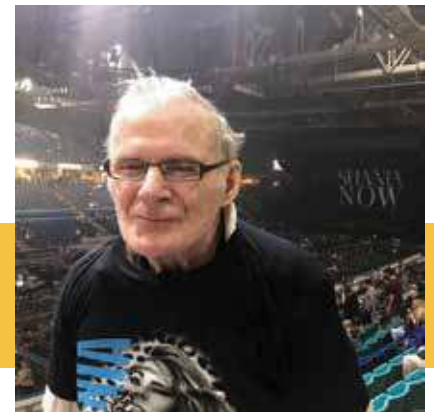
**SUPPORTIVE
INDEPENDENT
LIVING PROGRAM**

**Average Number
of Years of Support
per Program**

30

21

9





Delores and Her Driveway

Delores joined the Elmwood Family in 1969 and is one of the original residents of Kinsmen Manor. For over fifty-one years, Delores has called Kinsmen Manor home.

Delores enjoys sharing her ideas and opinions with others without hesitation and is not one to back down when she has set her mind to something. In the fall of 2018, Delores began to advocate that the driveway at Kinsmen Manor was in desperate need of paving as its current state was unsafe and unacceptable. With her mind set to have the driveway repaved, Delores staunchly advocated the Ministry of Social Services to

have the driveway repaired. As Delores takes much pride in her home, she wrote a letter to the Ministry of Social Services – Community Living Service Delivery (CLSD) to voice her concerns. Within a short period, Delores received the answer from them authorizing funding for the driveway to be updated.

To celebrate this achievement, Delores had her picture taken with Kent Touet, Manager of Community Services for CLSD on the newly paved driveway. Delores, now, would like to advocate for the side driveway to be repaved so that it too *will look nice*.

Delores is an active resident of Kinsmen Manor and takes much pride in her accomplishments and contributions as the secretary of Kinsmen Manor's Recreation meetings and for her forty years of service with Cosmopolitan Industries.

Delores is very close with her two sisters and her dear friend Grace, who is always there in friendship and support. Delores always leaves an impression as she never shies away from speaking her mind and advocating for her needs, the needs of others and the needs of the organization – this is why Delores is such a memorable and celebrated part of the Elmwood family.



Rhonda's Story

Rhonda was born in Manitoba, but moved to Saskatoon when she was two. She has three brothers and grew up having all sorts of adventures with them like camping, biking, and going out on the boat. One time while they were camping, she and her brothers went out for a walk, and Rhonda came back holding a garter snake they'd caught!

Rhonda remembers going on a train trip to Edmonton with her parents and a group from John Dolan School, where they went to an Oilers game and met Wayne Gretzky. In more recent years, she has enjoyed a road trip with one of her roommates from Elmwood to Edmonton. They had a blast at the Fantasyland Hotel, enjoyed dinner out, went to the casino and shopped till they dropped!

Rhonda moved to Elmwood in 2010 and has maintained close relationships with her family while living at Elmwood. Her brother Winston regularly visits to play cards and she visits her parents and brother Rob regularly.

Rhonda is a party animal! She loves throwing parties and her birthday is one of the biggest highlights of her year. One of Rhonda's favourite memories is going to the Thunder from Down Under at Dakota Dunes Casino where she screamed and cheered so loudly that the performers came down to dance with her.

Rhonda is a fun, caring, and vibrant member of the Elmwood Family and we're very glad she chooses to call Elmwood home.

Our Supports and Services

KINSMEN MANOR

Kinsmen Manor was built in 1969 and is a Ministry of Social Services – Community Living Service Delivery licensed Group Home which provides round-the-clock support to thirty-two residents. Supported by a Team of Nurses, Care Staff, Recreation Therapists and Support Staff, residents of Kinsmen Manor lead full and active lives as integral members of the community.

The Manor is no longer transitioning in new residents and Elmwood is actively focused on transitioning services provided at Kinsmen Manor to a community-based model as outlined in our Strategic Plan for 2020-2023.

COMMUNITY HOMES

Elmwood Residences operates eleven Community Homes in Saskatoon which are licensed by the Ministry of Social Services – Community Living Service Delivery. Ranging in size from four to seven residents, these homes support approximately 60 residents through person-centred support focused on ensuring that each individual's unique abilities and qualities are celebrated, while meeting and exceeding support needs.

These homes provide round-the-clock care and support delivered by a Team of Nurses, Support Workers and Recreation Therapists. Elmwood's Community Homes strive to meet the emotional, physical, cognitive and social needs through a Resident First Approach. Residents of the Community Homes are active, engaged, visible and valued members of their communities.



Supportive Independent Living Program (SILP) and Enhanced SILP

Elmwood Residences operates Saskatoon's largest **Supportive Independent Living Program (SILP)**. This program provides supports to twenty-eight individuals residing independently in community.

In partnership with our major funder, Elmwood initiated an **Enhanced Supportive Independent Living Program (ESILP)** in 2019. This program is designed to fill the gap in services between traditional SILP services which provide approximately ten hours of support per week and the twenty-four hour support provided in Community Homes.

Through SILP Programs, individuals are provided supports which develop their independent living skills. The areas of support include:

- **Home Management**
- **Personal Support**
- **Medical/Dental/Vision Support**
- **Financial Management**
- **Employment Related Support**
- **Community Resource Awareness and Networking**
- **Recreation and Leisure Support**

TRUST SERVICES

As part of our ongoing commitment to support Elmwood's residents, Elmwood offers trustee services to those individuals requiring assistance in managing their finances. As trustee, Elmwood manages each resident's money in a responsible manner and in the best interests of the resident. Trusteeship includes receiving the client's income from government programs, pensions, work or training programs and paying the client's bills, providing discretionary spending money, and budgeting for future expenses.

**Number of individuals
who receive trustee
services through
Elmwood:**

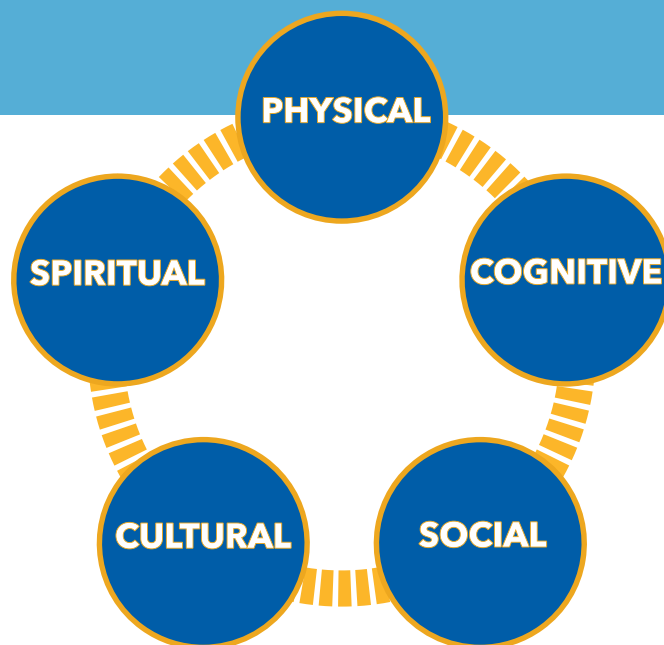
99

Our Supports and Services

COMMUNITY INCLUSION PROGRAM

Elmwood's Community Inclusion Program forms the heartbeat of the organization! Based on the ongoing feedback from residents and in line with individual goals identified through the Person-Centred Planning Process, programming is developed and implemented ensuring that residents live fulfilled lives through relationships, community inclusion, growth and innovation.

Programming provided is in line with the **Five Domains of Health and Well-Being**.



Elmwood's **Community Inclusion Program**, also known as the Recreation Department, works hard to meet each resident's personal goals. As an organization, we strive to provide a positive, fun, and safe atmosphere.

The residents of Elmwood are actively involved in community events in the city. This includes everything from concerts, day trips, sporting events, theatre, community festivals and even car racing. We also take advantage of the beautiful venues our city has to offer and enjoy opportunities to explore parks and trails.

Total number of programs Elmwood offers in 2019-2020 (In-House programming):

26

Total number of participants per all programs in 2019-2020 (In-House programming):

850

Elmwood holds

17

Season Tickets to the Saskatoon Blades

Elmwood holds

17

Club Seats for Concerts and Events in the Saskatoon area.



ONE-ON-ONE PROGRAMMING

Individualized programming is offered to meet personal goals outlined through the Person-Centred Planning Process. This fosters relationships and opportunities for residents to have dedicated support based on need.

KINSMEN SUMMER DAY CAMP

Due to complex medical needs, there are some residents who are not able to attend overnight summer camps. To meet this need for positive summer events, Elmwood partners with the Kinsmen Club of Saskatoon and the City of Saskatoon to offer the Kinsmen Summer Day Camp. In 2019-2020 the program offered residents the opportunity to participate in outings as part of their summer holidays. Summer is when the City of Saskatoon is most vibrant and many of the Day Camp Outings focus on Saskatoon Summer Festivals including Canada Day Celebrations, the Taste of Saskatchewan, the Saskatoon Exhibition, SUM Theatre and FolkFest - just to name a few.



TRAVEL OPPORTUNITIES

Everyone needs a holiday and Elmwood's residents are no exception! Our residents love to explore, learn and get away from work and home! Based on individual goals, Team Members from the Community Inclusion Program complete applications for residents interested in attending summer camps. The Team also supports vacation planning with grant applications, coordination and accompaniment to support resident needs. Seeing the happy faces on the vacationers is well worth all the work.



VOLUNTEERS and SUPPORTERS

Elmwood works closely with many volunteers and supporters! The programming delivered through the Community Inclusion Program would not be possible without the many dedicated volunteers and supporters who are committed to supporting the residents of Elmwood.

If you are interested in getting involved as a volunteer, we encourage you to contact us for more information and volunteer application at:

www.elmwoodyxe.ca



Haylie grew up in Kindersley and after graduation she moved to Rosetown with her family for three years. During this time, Haylie identified her desire to live in Saskatoon to gain independence and opportunities. She applied for service with the support of her Mom and joined Elmwood as part of the Enhanced Supportive Independent Living Program (ESILP). This program is focused on supporting Haylie to develop the skills she needs to enhance her independence.

Haylie lives with her three roommates who she is good friends with. Since moving into her new home in summer of 2019, Haylie has been learning life skills to become more independent. Haylie loves a clean home and is learning many new recipes in the kitchen. She loves to BBQ for herself and her roommates. Delish!

Since childhood Haylie has been an active athlete. Her favourite sport is hockey because being on the ice makes her feel proud and free. Haylie is part of the Special Olympics floor hockey team.

For many years Haylie has done volunteer work! She is an involved volunteer at Kinsmen Manor and has formed many close relationships with the residents. Together they read, make crafts and everyone at the Manor looks forward to the days when Haylie comes to volunteer.

Since moving to Saskatoon, Haylie has secured employment at Montana's as a hostess. When speaking with Haylie she stated, *I enjoy living in the city. It has changed my life and made me more of a responsible independent woman. There's so much to do and see. I like walking on the trails around the river. It's such a beautiful atmosphere.*



Haylie's
Story



ALOHA ELMWOOD!

What a wonderful year for the vacation of a lifetime!

After identifying a trip to Hawaii as a goal years ago, Ron and his friends worked tirelessly to save their money to make their dream vacation come true. In September of 2019, Ron, Pat, Maynard, and Harvey flew to Hawaii for a vacation full of adventures!

Supported by two Team Members, the gentlemen explored Sea Life Park where they saw dolphins, sea lions and sharks. They even had the opportunity to feed tropical fish and pet the sea turtles! Following this, the adventure continued at Ka Mona Luau where they experienced a traditional Hawaiian Luau complete with hula dancers, a meal and fire dancers - all while overlooking the beautiful Pacific Ocean. To top it off, the gents even got to go up on stage to show off their awesome hula skills!

After getting some much needed rest, the adventures continued with Oahu Nature Tours Ultimate Circle Island Tour where the group took a day trip around the island of Oahu. Here, they experienced the beauties of the island including Waimea Waterfall, Makapu'u Lookout and Kahuku's Northern Shore Shrimp Farm. Last, but not least, they topped the trip off with an epic trip to the Dole Plantation to see how pineapples grow (seriously - you should check it out) and had some dessert!

Best. Vacation. Ever.

Community Partnerships

Elmwood focuses on building strong relationships and partnerships with local organizations, service clubs, schools and businesses. These valued partnerships support the work of Elmwood and enhance the lives of those we serve.

We work closely with many different partnerships, and these partners help make the programs complete. The Recreation Team keeps in close contact with the following Partners, which enhances and assists with programs.



Saskatoon



**cosmopolitan
industries**



**GREATER
SASKATOON
CATHOLIC
SCHOOLS**

The Future of Community Inclusion at Elmwood

In 2020-2021, Elmwood will be expanding our Community Inclusion Program to provide programming for individuals residing at Elmwood. This includes residents who would like to explore untraditional programming options to meet their needs.

As a result of this expansion, three new Recreation Team Members will join the Community Inclusion Program in 2020-2021.

Staff Engagement and Recognition

We aren't perfect. We know that. As part of creating a culture which fosters continual improvement and openness, we regularly encourage and support team members to provide their feedback and bring their innovative ideas forward. This way, we remain committed to learn how we, as an employer and service provider can improve.

Our focus is to create the context for a positive work environment through continual engagement opportunities and feedback, increased communication and recognition. In 2019-2020, we completed Elmwood's second Team Culture Survey.

Here's what we learned from our Team Members through the Team Culture Survey 2019-2020:

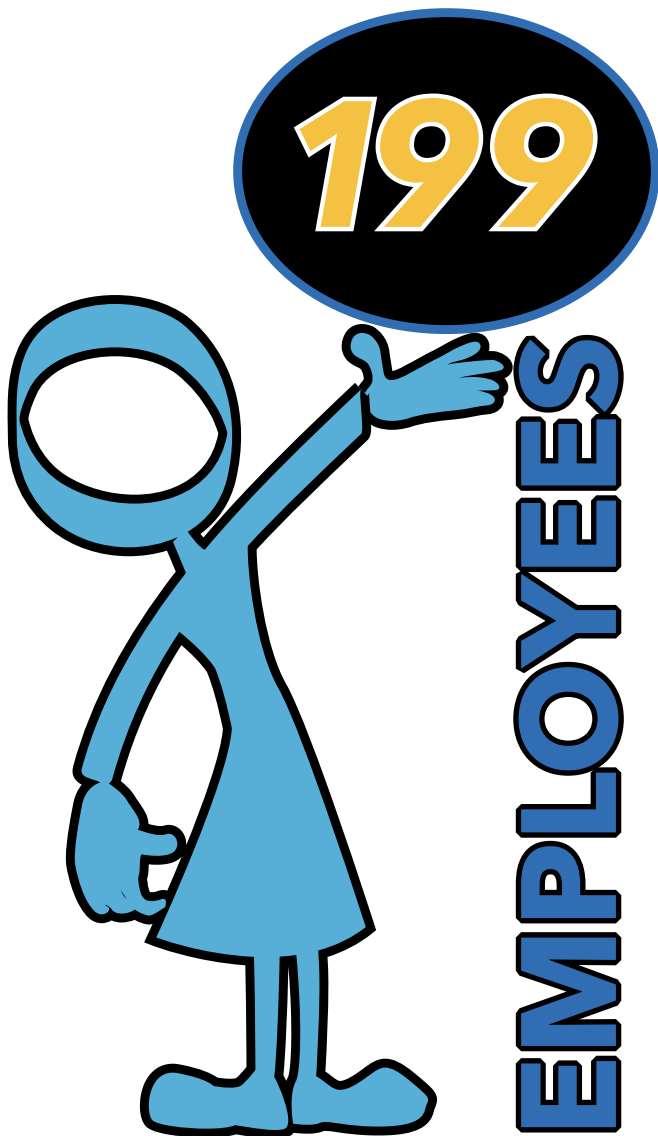
- **31% of our Team Members** responded to the Team Culture Survey.
- **70% of our Team Members** feel valued. This is an increase from 50% in 2018-2019.
- **68% of Team Members** felt communication between leaders and employees is good within the organization. This is an increase from 40% in 2018-2019.

We will be continuing this process as we move forward and will be focused on continual organizational improvement. We want our Team to know we are listening and that we are taking their feedback seriously.



Team Members from Elmwood utilized over 100 positive words to depict the current culture of the organization.

TEAM ELMWOOD



91% female 9% male

Health and Wellness Initiatives

Elmwood has implemented a number of Health and Wellness Initiatives in 2019-2020 to support the well-being of team members.

This includes:

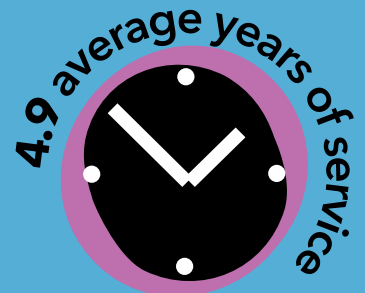
- Annual Bell Let's Talk Sessions
- Celebration of Disability Support Professional's Week
- Grief Debrief Sessions
- Implementation of a Temporary Employee Assistance Program

In 2019-2020, the following professional development opportunities were provided to Team Members at Elmwood:

- SARC LEAP Training
- TLR Train the Trainer Program
- Dementia Training
- CPP&SP Training
- PART Training
- Mental Health First Aid
- ASSIST Training
- Helen Sanderson Accredited Trainer Program
- Awareness Training through OUT Saskatoon
- FASD Support through the FASD Network



average
age of staff **42**



Staff Demographics

Training and Development

Elmwood takes pride in supporting residents through our Resident First Approach. Over the course of 2019-2020, Elmwood has increased our skill-levels to include three accredited trainers in Person-Centered Planning and Reviews through the Helen Sanderson Associates. The tools and education provided through this training will provide Elmwood Team Members with an enhanced understanding of person-centred practices and increase and encourage teamwork throughout the organization.

As an organization, we have developed a robust training and onboarding plan for all Elmwood team members that we are excited to launch over the course of 2020-2021! The plan is divided into two phases which include skills and knowledge required prior to working independently. Our goal is to ensure that all team members of Elmwood are supported and prepared to serve the residents, while continuing to explore and deepen their focus in person-centred practices.

Phase One of the Training and Onboarding Program was implemented in 2019-2020 and includes:

- ***One-on-One and Small Group Medication Training***
- ***One-on-One Van Training***
- ***Transfer, Lifting and Repositioning Training (TLR)***
- ***WHMIS Training***

The courses within **Phase Two** of the Training and Onboarding Program are required to be completed by all team members within six months of employment. These courses will be implemented in 2020-2021.

Phase Two of the training plan includes:

- ***Elmwood 101***
- ***Fundamentals of Support***
- ***Comprehensive Personal Planning and Support Policy Training (CPP&SP)***
- ***Person Centered Thinking***
- ***Professional Assault Response Training (PART)***

We are excited to continue our life-long learning journey at Elmwood and continue to innovate and improve the services we provide.

Learning Together

In 2019-2020, Elmwood Residences hosted ten (10) educational practicum students from:

- ***Saskatchewan Polytechnic***
- ***Saskatoon Trades and Skills Programs***



Elmwood Excellence Awards

Elmwood Residences is committed to the development of an awesome organizational culture and we believe in recognizing employees for excellence, dedication and passion. The Elmwood Excellence Awards were launched in 2019 and are presented to employees who, by their contributions to the organization, exemplify and embody the principles of the following awards.



*This year's recipient of the Above and Beyond Award is **Amber Englund***

Amber has served as a Recreation Coordinator for Elmwood's Community Homes since 2015. She and her boyfriend Justin have two beautiful cats, of which she is very proud. Amber is a gifted performer and vocalist and most recently performed at Music for the Gut.

Amber's heartfelt nomination noted that she is a strong advocate for residents in Community Homes and that she will do anything to ensure that their goals and dreams are achieved. She is hard-working, committed and innovative in providing recreation programming and is skilled at rolling with the punches and leading recreational activities on the fly.

Amber regularly works with residents and staff alike to reduce barriers for individuals to participate in recreational programming focusing on supporting choice of residents and guiding team members to support these goals.



*This year's recipient of the
Resident First Award is **Ruta Skerberga***

Ruta has provided person-centred supports to residents of Kinsmen Manor and Community Homes for nearly ten years. She is married to Aldis and has two beautiful children, who are the light of her life. Ruta is a dedicated team member and hard worker.

Ruta's nomination highlights that she is always willing to assist residents and is focused on ensuring that they look and feel their best. Her communication style is direct and focused on articulating the needs of residents with other team members. Ruta always ensures that she includes the residents in activities. She is a fierce advocate for the best needs of residents.

*This year's recipient of the Positivity and Passion Award is **Karen Slowski***

Karen has served as a Licensed Practical Nurse (LPN) at Elmwood for 9 years and provides leadership to both Kinsmen Manor and Community Homes. In 2019, Karen took time off to pursue a nursing opportunity in Australia and we consider ourselves very lucky to have her return.

Karen's nomination highlighted that she is a strong team leader focused on providing guidance and support. Karen develops solutions which work and when an issue arises, she is quick to respond with creative solutions focused on providing optimal resident support.

Karen has, on many occasions, worked her regular shift and provided night coverage to ensure that the needs of residents and staff are met - with no hesitation or complaint. She regularly takes residents to her family cabin to enjoy the lake life and is recognized as a positive and focused leader.



Financial Overview

Elmwood Residences is funded through a multi-year Agreement for Services with the Ministry of Social Services – Community Living Service Delivery for an array of services including Supported Independent Living, Community Homes and the Community Inclusion Program. Additional funding sources include, but are not limited to, the Saskatchewan Health Authority, grants and donations.



**Total Funding from
Ministry of Social Services
- CLSD -
\$8.5 Million/Annually**

**Total Funding from
Saskatchewan Health
Authority
\$110,000/Annually**

In 2019-2020, Elmwood was granted funding increases for the following:

- *Funding Shortfalls for Staffing in Key Community Homes*
- *Operational Funding to develop an Enhanced Supportive Independent Living Program*
- *Leadership Enhancements to Support an ESILP Program*
- *Funding to Address Shortfalls in Utility Costs*
- *Capital Funding to install Fire Suppression Systems in Key Community Homes*

Effective April 1, 2020, Elmwood has been granted funding to expand our Community Inclusion Program and to initiate specific renovations in Community Homes.



Major Donations

Elmwood recognizes the contributions of individuals, families and community partners. Without your contributions and support, Elmwood would not be able to fulfill its Vision and Mission. To learn more about how to contribute, please go to www.elmwoodyxe.ca.

This year we would like to recognize:

\$250 - \$499

Harrison James	Jackie Smith
Sarah Morgan	Miners Construction
Shirley Schultz	Saskatoon Nutana Lions Club
Bridge City Holdings Inc.	Al Anderson



\$500 - \$2,499

Bob and Helen Thomas	Laura Sommervill / Sommervill Consulting
D.J. McCashin	Jonathon Jasnoch
Don Monahan	Cosmopolitan Couples Club
Don-Ray Electric Ltd.	Gordon and Myrna Jones
Jim & Vicki McClements	Jack Wur
Joe Monahan	Neil Unruh
Richard Helm	Family and Friends of Cosmo & Elmwood
Robert Neil Matheson	Matt Fairbrother
Helton Fan	Eric Unruh
Sheri and Murray Radoux	Fidelity Investments Canada
	Home Instead Senior Care



\$2,500 - \$9,999

Kiwanis Club of Riversdale
Marcel Brossart
Lori Emde
Nickel Plumbing & Heating



\$10,000+

Riverside Vipond Golf Classic
Mike and Rhonda Stensrud
Kinsmen Telemiracle
Precision Autobody Ltd.
Rawlco Radio
Maunder McNeil Foundation



The Importance of Safe, Reliable, and Accessible Vehicles

Elmwood's Fall Feast presented by the Kinsmen Club of Saskatoon

In 2019-2020, Elmwood initiated a proactive approach to fundraising and community awareness.

This exciting corporate event was held on September 19, 2019, at the Barn at Wind's Edge and focused on raising awareness and funds to enhance the supports Elmwood provides and to ensure that the individuals we support are meaningfully included in their community.

The funds raised through the First Annual Fall Feast, in addition to a grant through Kinsmen TeleMiracle, supported Elmwood to purchase a wheelchair accessible vehicle to support residents in accessing their community. We wish to recognize and express our appreciation to all those partners who made this possible!

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Kinsmen Club of Saskatoon



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The Big Bus



The Maunders McNeil Foundation provided their financial support to purchase a Wheelchair Accessible Bus to meet the needs of residents of Kinsmen Manor. On behalf of Elmwood, we wish to extend our sincere appreciation and gratitude to all who made these donations possible.

Christmas Wish

Precision Autobody's Christmas Wish powered by Rawlco Radio

Elmwood was the proud recipient of this year's Precision Autobody's Christmas Wish powered by Rawlco Radio. For this blessing, Elmwood was gifted with a new car to support Community Inclusion of the residents we serve as well as programming supplies (including yoga mats and hip scarves). These gifts were delivered by Santa, making this one of the most joyous surprises Elmwood ever received.

Thank you so much to all those who have helped Elmwood begin to address the need for safe, reliable, and accessible vehicles!







ELMWOOD

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GROWING TOGETHER

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