Transitions for Change

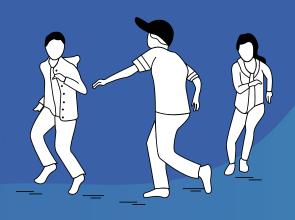
Quint

2022 - 2023 Annual Report



Quint's Mission

Quint's mission is to strengthen the economic and social well-being of Saskatoon's five core neighbourhoods through a community economic development approach.





Our Vision

- Citizens who are caring, self-reliant, self-determining and have a sense of pride
- A safe, stable and caring community, where all citizens can participate and grow
- Quint providing leadership in community economic development in ways that build a healthy social and economic environment for all
- A vital local economy that uses local resources and sustains jobs, businesses and community enterprise
- Neighbourhoods that are prosperous, beautiful, and environmentally sustainable
- The community initiating and supporting cultural, recreational, educational, and socio-economic opportunities for the good of all

Long Term Objectives

- To facilitate the development of social enterprises
- To improve the quality and availability of affordable housing
- To increase job readiness and participation in the labour market
- To nurture community vibrancy and resiliency

2022/2023 **Board Members**





Joy Crawford - Chair

























From the Chair

I am very pleased to share with you our 2023 Annual Report and invite you to reflect with us on the meaning of this last year.

The board's priority this year has been finding a successor for our retiring Executive Director, Len Usiskin. Early in 2022, Len let us know of his plans to retire at the end of June 2023. We're pleased to have found a passionate and visionary replacement in Kristen Thoms, and are confident that Quint will continue to develop sustainable solutions for social and economic challenges in Saskatoon's five core neighbourhoods under her leadership.

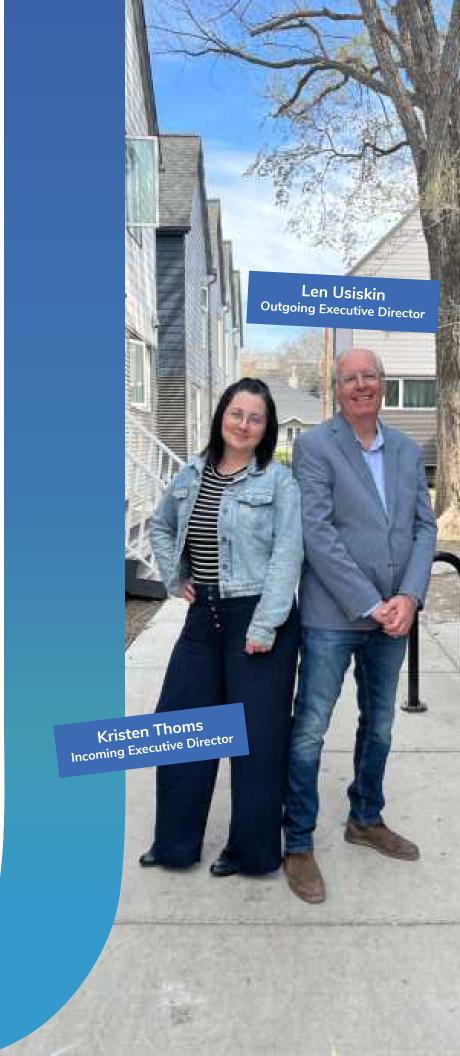
Quint is evolving to meet community challenges. We thank Quint's staff and volunteer Board of Directors, and express our gratitude to our funders, community organizations, and businesses for their ongoing support in creating positive change.

We look forward to another productive year, working together to strengthen the community. We also want to acknowledge and thank Len Usiskin for over 25 years of strong leadership. You are truly an embodiment of community-minded and hard work. Congratulations on your retirement!

Respectfully submitted,

Joy Crawford





From the Executive Director

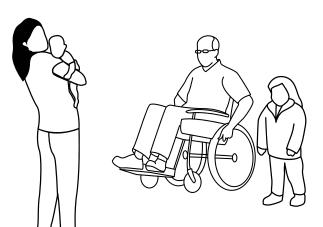
The theme of this year's annual report is transitions for change - both in the community and inside the organization.

Change in the Community

The community is experiencing unprecedented poverty, marginalization, homelessness, and community safety challenges and we are having to continuously adapt and change to respond to these. Much of this is fueled by the policies of the Saskatchewan Income Support program, as well as alarming mental health, addictions, and trauma issues. As a result, we find ourselves working with increasingly marginalized people needing more intensive support.

The situation is placing a strain on all of Quint's programs but it has acutely affected our affordable rental program. This is due to an increase in rental arrears and bad debt, along with more break-ins, vandalism and violent incidents in and around our buildings.

The result is that our costs are increasing while our revenues are decreasing, and the quality and safety of our rental housing is reduced. These are significant challenges, but our staff are working hard to advocate for change, and develop innovative solutions and partnerships that will turn this around. In my experience, addressing challenges often results in creating opportunities that can create positive change.



Transitions Inside Quint

I began working at Quint in March 1998 and I'm retiring at the end of June 2023. I have always felt privileged to be able to work for an organization whose vision and philosophy closely align with mine. The last 25 years have given me the opportunity to apply Community Economic Development (CED) theory and try to put it into practice. Quint has always worked to create more inclusive economies for neighbourhoods and people in Saskatoon that have been socially and economically excluded. Our goal has been to strengthen communities by creating economic opportunities that enhance social and environmental conditions for all. Quint remains proud of its independence and of its responsibility to speak honestly about the challenges facing this community and our need to come together to devise unique solutions to these challenges. While there is still so much work to do, I feel confident that Quint has the capacity to grow and become a significant force for change in the community.

It is gratifying that I can retire knowing that Quint is in such capable hands of the incoming executive director, Kristen Thoms. I have worked with Kristen for the last 16 years and have seen her take on increasingly complex leadership roles at Quint. Kristen is a strong advocate for community-led inclusive development in marginalized communities. Kristen's transition into the executive director position has also resulted in a ripple effect that is creating opportunities for other Quint staff to ladder up and take on more leadership roles. It is exciting to see the next generation of leaders stepping up.

This work is always a collaborative effort, so I want to acknowledge all the Quint staff, board members, partners and community members that I worked with over the years. You have been my source of inspiration and strength. Thanks to all of you.

Respectfully submitted,

Len Usiskin

Affordable Housing Program

AHP is a Community Economic Development Strategy to revitalize Saskatoon's core neighbourhoods. We prioritize stable, affordable housing to support community well-being. Our 94 rental units are family-friendly and foster a strong sense of community.

Transitions for Change

Increasing poverty, and homelessness in Saskatoon's core neighbourhoods is making it more difficult for us to sustainably provide affordable rental housing. Saskatchewan Income Support (SIS) rates continue to be a challenge because shelter allowances do not cover the full cost of rent and utilities. SIS has stopped direct payments to landlords and utility providers, resulting in AHP absorbing considerable amounts of rental arrears, bad debt and vacancies. Staff spent countless hours working with tenants to manage these financial difficulties, while reduced

revenues make it more difficult to continue to provide affordable housing. Excessive levels of damage and maintenance costs further exacerbate the situation and have increased suite turnover times. High levels of homelessness has placed extra pressure on staff and caretakers as community members are seeking shelter in our apartment buildings. Break-ins and vandalism have increased repair and maintenance costs. Monitoring for safety and security has taken up a significant amount of staff time this past year. Eviction prevention has always been at the heart of the program and staff continue to advocate for tenants to keep them housed. However, we saw a shift this year, as staff had to focus their daily energy on safety and security inside of the apartments instead of building community among tenants.

Warm Up Location

"This was the only place I could rest because the place I stay at night is not safe to fall asleep." AHP operated a weekend warm up location at Station 20 West from December 2022 – March 2023, 7am – 3pm. The initiative aimed to fill a community gap by providing additional space to keep community members warm during the winter. Throughout this period, 2421 community members accessed the warm up location, with staff working to ensure everyone had a safe and warm space when it closed. Additionally, 2703 resources including food, bus tickets, hygiene products, and community referrals were provided.

Housing Set Up

Quint's Affordable Housing Program received a Reaching Home Grant through Saskatoon Housing Initiatives Partnership (SHIP) to provide a safety net and advocacy for individuals in need of financial support to secure housing. The housing set up program was started in order to provide supports that are not included in income assistance. Funds were slated for individuals who were at risk of or were homeless and their situation would not improve because they had financial barriers that were preventing them from being housed again. The grant supported over 60 households, assisting with utility hookup, arrears, first month rent, damage deposit, and basic household needs. Currently, 58 households remain successfully housed. Additionally, remaining funds were used to prevent evictions by helping individuals with rental arrears, emphasizing the importance of early support to prevent homelessness.





"The tenants are a part of my family, we laugh, we share stories, they tell me what they are having trouble with and I try my best to be there to listen and offer advice."

Matthew moved back to Saskatoon four years ago to be closer to family, but faced challenges finding affordable housing as a single father. Quint provided him with an immediate place to live after he applied.

Despite having work experience, Matthew struggled to find stable employment. He secured temporary day labour, but wanted something more stable to support him and his son. The housing team approached him with the opportunity to become a caretaker for one of Quint's apartment buildings, offering financial stability.

In the beginning, Matthew found it challenging to connect with the building's residents, but he made an effort to greet and engage with them, gradually building a strong sense of community. Every time he saw someone in the hallways, he would greet them and ask how they were doing. Tenants started reciprocating the sentiments. Now, he knows everyone in the building and has taken on the role of caretaker

for a second apartment building. "I like what I do and I take pride in what I am doing. I try to do my best to keep the places tidied up, the whole nine yards."

Recently, there has been an increase in break-ins at the apartment buildings. As the on-site caretaker, Matthew has encountered people sleeping in the hallways or under the stairs. He approaches them with the same attitude as tenants but is firm that they have to leave. Although people in these situations are typically unfriendly, Matthew's presence alone encourages them to leave voluntarily. He prioritizes maintaining a safe building environment.

Matthew skillfully balances experience, toughness, and compassion for tenants and guests. He actively fosters a sense of community by engaging in small gestures like making coffee for those in need. Tenants call him a giant teddy bear that doesn't put up with nonsense. He is an invaluable asset to AHP.

874housing applications received

\$42,892 in bad debt (4.8% of rental revenue)

\$188,403 invested in building repairs and maintenance

2,288
staff hours spent directly supporting tenants

Build Up Saskatoon

BUS is a construction social enterprise operated by Quint that employs and mentors marginalized individuals who face multiple barriers to employment. Income from any projects will be reinvested in the program and its participants to help them achieve stability in their lives, as well as increasing their skills, experience and employability.

Build Up Saskatoon grew exponentially last year, securing 3500 sq. ft of shop space, adding another crew truck, and completing almost \$150,000 in projects. Collaboration with community partners continues to highlight how the social enterprise model is uniquely positioned to help build local, inclusive economies. This year, Build Up contributed to 4 community-based projects for First Nations University, Riversdale Community Fridge, Prairie Harm Reduction, and Str8 Up.

Over the past year, 18 participants have worked with Build Up Saskatoon. Through a process of continual reflection and refinement, approaches to hiring, training, supports, and work have adjusted to ensure the best possible outcomes for our participants. Flexible working conditions and meaningful training have contributed to crew member engagement, with attendance improving from 38% to more than 90% on a monthly basis.

Build Up received crew member referrals from both the Men's and Women's Reintegration units, Str8 Up, SaskAbilities, Quint Development, Saskatoon Tribal Council, Saskatchewan Indian Institute of Technologies, as well as the CORCAN federal corrections training program. The Home



Depot Foundation renewed and doubled its funding commitment to engage young people and combat youth poverty and homelessness.

Research collaboration with the University of Saskatchewan and the City of Saskatoon aims to demonstrate the value of public investment in programs like BUS, highlighting cost savings to government agencies and service providers by reintegrating and supporting crew members who have had previous justice experience.

Entering the coming year, Build Up has a full-time staff of 13, vendor status with the City of Saskatoon, and a new revenue stream from a sidewalk repair operation.

SUCCESS STORY: Austin

"BUS gave me a chance.
They interviewed me on
my 5th day after being
released, and I started
work on my 6th day out."

Austin came to Build Up days after release from a multi-year sentence. He expressed desire to make the necessary changes required to play a larger role in the lives of his children. This included securing stable work so he could pay his bills without falling back into his previous gang lifestyle.

Austin was not used to working in a supportive environment. Build Up is currently helping him with the costs of getting his license back, as well as flexing his work days so he can focus on spending time with his children when they are in Saskatoon.

Austin has taken an active and positive role in his transitional housing complex and has volunteered to be the first participant in a tattoo removal program through the gang prevention/diversion program with Str8 Up Saskatoon.

He is also a speaker at Str8 Up and recently spoke at T'suut'Ina Nation RCMP Training Centre/ Detachment in Calgary on bridging the divide between police officers and gang members. Austin has been approached to do additional speaking work for a variety of audiences and hopes to turn his messaging into a career where he can help others learn from his experiences.

"If it wasn't for Build Up, I would have had no choice but to go back to everything I used to do."

Austin has excellent attendance, shows a willingness to learn and grow, and has taken the opportunity to play a leadership role, both in the program and in the community. 18 HIRES 22% female

72% self-identify as Indigenous

3143 paid hours of employment

certifications, tickets, licences acquired by crew members

"I was paid health and wellness for grieving after losing family members, I wasn't used to this."

individuals
with a criminal
record



Core Neighbourhoods at Work Program

CNAW provides person-centered services to individuals looking for employment, further education or training. We aim to provide holistic and informed support that breaks through barriers and results in meaningful employment.

156 obtained employment

people supported through Driver's License training

244 obtained further education and training

85%
reported no income or received government assistance

74% had Grade 12 and under education

self-identified as Indigenous 10% Visible Minority 18% with a Disability Finding sustainable employment without addressing the daily struggles people are facing is not realistic. Barriers such as rising costs due to inflation, record high levels of homelessness, and mental health and addictions issues are impacting those pursuing employment and education goals. CNAW has had to adapt to meet these needs. Pre-employment supports have become a crucial part of action plans, with 98% of CNAW participants receiving referrals to community services. Establishing a strong knowledge of community resources is essential to addressing unmet needs and enabling individuals to achieve their goals.

In addition to individual support, CNAW offers safety ticket training and has resumed in-person workshops that support job seekers to obtain and retain employment. Staff have also been partnering with employers to raise awareness about the flexibility needed when hiring underrepresented job seekers and advocating for inclusive hiring practices and workforces.

CNAW staff's relationship building and career development skills empower participants to overcome adversity and work towards their goals.



Sharise

"She opened the doors for me, I probably wouldn't be as successful today without her."

When Sharise first came to Saskatoon in 2020, there were a lot of obstacles standing in her way, including homelessness. She did not know anyone in the city, but through word of mouth was able to get connected to the White Buffalo Youth Lodge for a place to stay. That is where she learnt about Quint.

Sharise was introduced to Desiree, an Employment Coordinator with CNAW. Her main goal at the time was to find housing, but she knew she would not be able to secure housing without a job. Desiree worked with Sharise to build her resume, and enroll her in the Mental Health & Addictions First Responder Course. Being in a support worker role was something Sharise was passionate about. The course opened up additional funding and she was now able to move out of the shelter and into an apartment.

Shortly after Sharise completed her first year, Desiree reached out to her about an opportunity at Station 20 West as a temporary Warm Up Support Worker. Sharise was very interested in applying and with the support of Desiree, she got the job. "I loved that job, it was something to look forward to, knowing you could help someone." The job ended in March and Sharise is looking forward to continuing to work in the support worker field through another opportunity on the horizon.

Sharise had to relocate this past Spring due to a pest problem, but was unable to financially make that happen. Quint's Affordable Housing program was able to pay for her damage deposit through the Housing Set Up program so she would be able to move and not be at risk of homelessness again.

cnaw co-hosted the 12th Annual Community Job Fair at Bedford Road Collegiate.

49 exhibitors860 job seekers

Sharise is very grateful for the support she has received through Quint and Desiree to get to this point in her life. "Being here, it is a friendly atmosphere, and no judgement. The people actually care and want to help you with what you are going through. That's why I kept coming back, it felt like home."

The whole CNAW team is super proud of Sharise's grit and determination to persevere through all of the challenges she has faced. We know she will continue to achieve great things!



Pleasant Hill **Place**

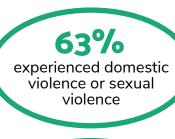
PHP is a supportive transitional home for mothers and children who are atrisk of losing or have lost custody of their children and are working towards the reunification of their family. PHP focuses on positive parenting skills, connecting to community resources, and facilitating the transition to independent living.

Transitions for Change

The transition into supportive living at PHP and then onto independent living can be complex. Often, residents face many challenges and unresolved trauma when it comes to healthy parenting. Staff take a collaborative approach when working with moms to ensure they feel empowered in the decisions they are making for their personal and family development. PHP staff have been implementing trauma informed care approaches in the home.

This year we had three moms come directly to PHP from treatment with their children in care, and staff worked on reunification of the families.

The staff at PHP are available 24 hours a day to support the moms' in their personal growth and with healthy parenting. Residents participated in in-house programming, such as nutrition education, parenting skills, personal development, and recreation nights. Residents also participated in cultural nights within the community. They were also connected to over 23 community resources and services to mitigate challenges and aid in their eventual independence.



PHP has

been home to

8 moms

12 children

88%

of moms living at PHP

self-identify as

Indigenous

experienced homelessness directly prior to coming to PHP

38% have a physical/

cognitive disability

38% have gang affiliation

88% struggled with mental health and addictions





Shania

"I liked the feeling of running home with my stroller to meet curfew, because I liked the feeling of needing to be home."

Shania first came to Pleasant Hill Place 7 years ago with her daughter, and after transitioning out, she successfully lived on her own and welcomed two new children. Things took a turn in 2022 when she was the victim of a random attack that left both of her hands without mobility. She was unable to care for herself or her children without proper use of her hands. Her house windows got smashed in, and soon after there was a rodent problem. The house was not habitable but she had no place to go. Soon after that, her children were taken into care, and she was left homeless.

Shania secured a job at A&W and was able to make enough money to pay rent and move in with family. However, her living situation was not conducive to getting her children back. Knowing that PHP was a supportive place, she reached out to work on rebuilding her life and regaining custody of her children.

Since returning to PHP, Shania has made great progress in her goals. She has focused on building organizational skills and a daily routine for her family. She successfully regained custody of all three children and enrolled her daughters in gymnastics. She also prioritizes personal development classes and counseling appointments.

Shania is grateful to the staff at PHP for helping to build stronger relationships and understanding with her children. "Staff have supported me with teaching my girls to have stronger listening skills and they provide me with the ability to have quality one on one time with each of my children."

Shania's respectful attitude is mirrored in her daughters, who are motivated to be helpful and kind to other children. Shania has also remained sober since joining PHP, attending NA/AA meetings, finding a sponsor, and participating in addiction counselling. Everyone at PHP is incredibly proud of Shania!



7 kids

moved into PHP with their moms (did not go into care)

3 moms

came to PHP from treatment and their children were in care

5 kids

returned to their mom's care while living at PHP

The average length of stay at PHP was **159 days**

Youth Lodge

The YL is a secure and caring home for youth who identify as male aged 16-21. It caters to youth who are homeless or at risk of homelessness, providing 24/7 staff support, mentoring, and access to community services for a successful transition to independent living. Referrals to the Lodge come from the Ministry of Social Services or the Youth Justice System.

The Youth Lodge aims to provide a safe, supportive home for youth who face multiple systemic barriers. Staff work hard in connecting and building relationships with the youth who reside at the Lodge to ensure a collaborative approach is taken to case plan and ultimately, youth success. Youth Lodge staff take an active role in teaching life skills, building healthy habits and providing space for physical activity. Over 15 different recreation and physical activities and 20 educational and personal development opportunities were provided to residents this past year.

The Youth Lodge has seen an increase in youth dealing with more complex needs who require more intensive levels of support. Seventeen youth who moved into the lodge struggled with mental health and addictions issues. The staffs' ability to adapt to meet the higher needs has become increasingly more important. This has also resulted in more reliance on external support services. Twenty-two connections to local community resources and services were facilitated by staff to expand the youth's support networks and promote mental well being. We have also begun discussions about ensuring staff levels at the Lodge are adequate to meet the changing needs of the youth.

10 youth are involved with the Youth Justice System

11 youth are long term/ permanent ward

91% self-identify as Indigenous

9 youth are from the MSS 16-17 program



SUCCESS STORY: Gavin

"Living at the Youth Lodge gave me the guidance to break old habits by being in a supportive environment."

From a young age, Gavin lived between both parents before moving in with, and being raised by his late grandmother. In 2017 he returned to his father's care and that is where he got into trouble with the law and ended up in Kilburn.

He learnt about Quint through his Str8Up worker after being released. Gavin was in search of a safe place to stay where he would not have to always be looking over his shoulder. He also wanted a place that had people he could trust and that would support him going back to school. Gavin found both of these supports through the Youth Lodge.

Through the support of staff, Gavin is currently enrolled at Bedford Road Collegiate and is on track to graduate in 2024. His goal is to secure a job in a mine after he graduates. "If it wasn't for the staff at the Youth Lodge I wouldn't be getting up every morning and making it to school on time. They make sure I wake up, have my homework done, and that I have my bus pass to get there."

Something Gavin has really appreciated since moving into the Youth Lodge are the weekly check-ins with staff. They promote his mental well-being, and are also used to prepare him for the realities of moving out and living on his own. "Without the Youth Lodge, I would be stuck in the same old cycles because I did not have a safe place to live or the supports I needed to keep me on track."

Gavin is a very respectful, funny and charismatic resident at the lodge and staff are incredibly proud of all of the steps he has made to towards getting his education.



23 youth

lived at the Youth Lodge

The average length of stay was **102 days**

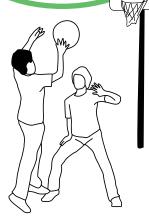
and 4 youth have stayed for over 9 months

100%

were registered in high school

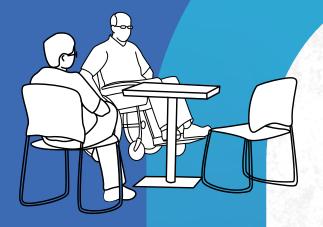


have moved to stable or independent living









Quint partnered with the Canadian Council on Rehabilitation and Work during Disability Employment Awareness Month to host a community conversation on hiring and supporting employees with a disability.



Happy Retirement!

New shelter offers fresh start for young men off street

Hy Chanca Berryal of the Statement

Add that From Rowse Spring Steps Spring \$10. or and left in a price to landed or

The Quantum point holes on 200.
The Quantum point holes on 200.
The Quantum point point of the factor of the contract of the point of the contract of the cont

At the body, years age, at a 72
At the body, years age of a 72
At the body, years age of a 72
At the body, years age of a 72
At the seal of the seal of the 12
At the seal of the seal of the 12
At the seal of the seal of the 12
At the seal of the seal of the 12
At the seal of the seal of the 12
At the seal of the seal of the 12
At the seal of the 12
A

The Development Louis of Development Community Community



Loss Coulanter, stancing supports at June stration become on 2001 Street.

Development Cosp., who are being the code begins to passe the releast of the third and allowed though the set

Hermit Herrita turnery his de-ference discussional benefits. National discussions powers deal

way show the west to produce that where the case before the cases. We see the case of the cases of the cases of the case of

Chiefe and Quar water to partition of the body of the partition of the body of the partition of the partitio

Date were independently from the Trees, who is back to induced and were to become a professional princi-tion to take the distally stamped the



Honouring Len

"In a lot of these things you go in naïve about the reality. But if we knew how hard it would be maybe we wouldn't do it. There were a lot of hurdles and barriers in our projects, but one of the things about Quint is we persevere."

Len started with Quint in March of 1998, when he was originally hired on as the Community Economic Development Manager. He had recently completed his masters and was very drawn to work with a new community economic development organization.

From day one, Len has jumped in feet first when it came to seizing opportunities to grow and evolve Quint. On the second day on the job, Len had to call up the provincial Deputy Minister to secure core funding for the organization. He has been a strong leader, advocate and champion for Quint ever since.

Quint was evolving very quickly in the beginning and Len had a strong hand in ensuring that the funding and structures were in place to keep pace, specifically with the Neighbourhood Home Ownership Program (NHOP) "The first few years were a very intensive growth period, and that was what really solidified Quint's reputation in the community and in the eyes of funders."

As other opportunities came forward to expand Quint's offerings, Len played a major role in negotiating funding and the behind the scenes development work. Len acquired all of the major pieces of property and buildings for Quint's affordable housing programs, and Len has had a crucial seat at the table through the development of all of Quint's forthcoming programs. Quint's latest program Build Up Saskatoon, developed out of a conversation between Len and a colleague, his desire to build a local social economy, and the grit to make it happen. All of these programs have become important assets in the community.

Len has extraordinary vision and he is able to bring people together to make things happen.



Station 20 West is a shining example of that. He was instrumental from start to finish with the project, and has been the co-manager since the building opened in 2012. He was also on the board of directors of the Good Food Junction before it closed in 2016. When the government pulled funding for the building, he kept up the momentum of fundraising. The generosity of the community, and the walk for Station 20 West is something that Len will always remember:

"When thousands of people showed up for the walk, I was shocked. People thought, here was a very concrete initiative in a very meaningful and real way that was addressing poverty issues in the core neighbourhoods. And they could see it tangibly. The government tried to quash it and people felt an injustice about that."

Len's personal vision has always aligned closely with Quint's vision to create strong vibrant neighbourhoods. He brought a strong voice to the core communities, and his knowledge around community economic development has paved the way for Quint's work.

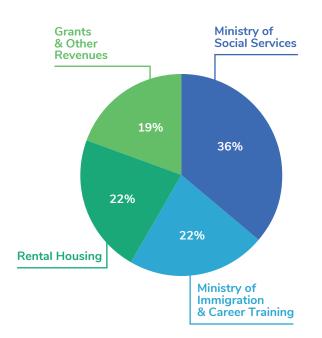
Staff will miss Len's humour around the office. You could always count on Len for a 'good' dad joke. At the end of every December, before staff headed out on holidays, he was sure to say to them "See you next year!"

Len is leaving behind a legacy of generosity, tenacity and community development. Thank you for your dedication to Quint, staff and our core communities. Happy Retirement Len!!

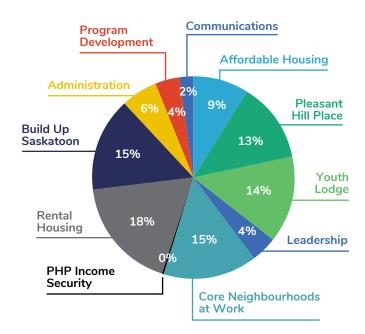
Financial Overview

Detailed audited financial statements can be found on our website at www.quintsaskatoon.ca

2022-23 Revenue = \$3.57M



2022-23 Expenditures = \$3.54M



Funding Partners











