



Rooted in Community, Growing For The Future

Strategic Plan | 2026 - 2030



A Message From Our Leadership

Saskatoon's core neighbourhoods continue to face profound challenges. The housing crisis has left too many families without safe, stable places to live, and the shortage of meaningful employment opportunities makes it difficult for community members to build the futures they deserve. These are not isolated problems, they are symptoms of deep inequities that have persisted for years.

At Quint, we believe that change must be community-led. Since our beginning thirty years ago, we have seen that when residents, partners, and organizations come together to pool skills, resources, and knowledge, we can create solutions that last. This is the foundation of community economic development: an approach that builds strength from within neighbourhoods, creates opportunities where they are needed most, and ensures that social and economic resources stay rooted in the community.

Our new strategic plan sets out a clear path for the next four years. It focuses on nurturing a thriving community economy, amplifying the voices of residents and participants, building meaningful partnerships, and securing sustainable resources. Woven through it all is our deep commitment to reconciliation, diversity, and inclusion, because real change cannot happen without equity at its heart.

We know the challenges ahead are significant, but we also know the power of working together. With the dedication of our staff, the wisdom of community members, and the support of our partners and funders, we believe it is possible to turn inequities into opportunities and create neighbourhoods where everyone can thrive.

With gratitude and determination,



Kristen Thoms, Executive Director



Amanda Guthrie, Board Chair

Our Strategic Planning Process

The 2026 to 2030 Quint Strategic Plan was developed throughout 2025 through extensive engagement with the organization’s board of directors, staff, program participants, residents, community partners, and funders. This engagement work included interviews, group discussions, and surveys. The overall strategic planning process was completed in partnership with Em Morin of Cambiar Consulting.

The Quint team members who took part in this process included:

Board of Directors

Amanda Guthrie, Chair	Maryellen Gibson
Andrea Cessna, Vice Chair	Nuru Nyoni
Danielle Harder, Secretary	Sheila Pocha
Toby Esterby, Treasurer	Veronica Dirk-Pothier
Delano Kennedy	Victoria Martinez
Kelsey Murphy	

Leadership Team

Kristen Thoms, Executive Director
Julia McCormick, Director of Operations
Aaron Timoshyk, Build Up Saskatoon and SWEEP Programs Manager
Julia Mudrey, Pleasant Hill Place and Youth Lodge Manager
Miali Rakotondravah, Core Neighbourhoods at Work Manager
Paul Bradley, Property Manager

Thank You!

To all the staff, residents, program participants, community partners, and funders that participated in the engagement process that was part of creating this plan. Your professional and lived experiences influenced and guided the goals within this plan and ultimately the future of Quint.

Our Vision

- We see **citizens** who are empowered, self-determining, and take pride in their community role.
- We see a vital **local economy** that uses local resources, sustains jobs, businesses, and community enterprise.
- We see **neighbourhoods** that are prosperous, beautiful, and environmentally sustainable.
- We see a safe and caring **community** that initiates and provides cultural, recreational, educational, and socio-economic opportunities for the good of all; ensuring all citizens can participate and grow.

Our Mission

Strengthening the economic and social well-being of Saskatoon's core neighbourhoods through a **community economic development approach**.

Our Mandate

Quint strengthens the economic and social well-being of Saskatoon's core neighbourhoods by **providing affordable housing, employment services, and social enterprises** that align with our approach of community economic development.



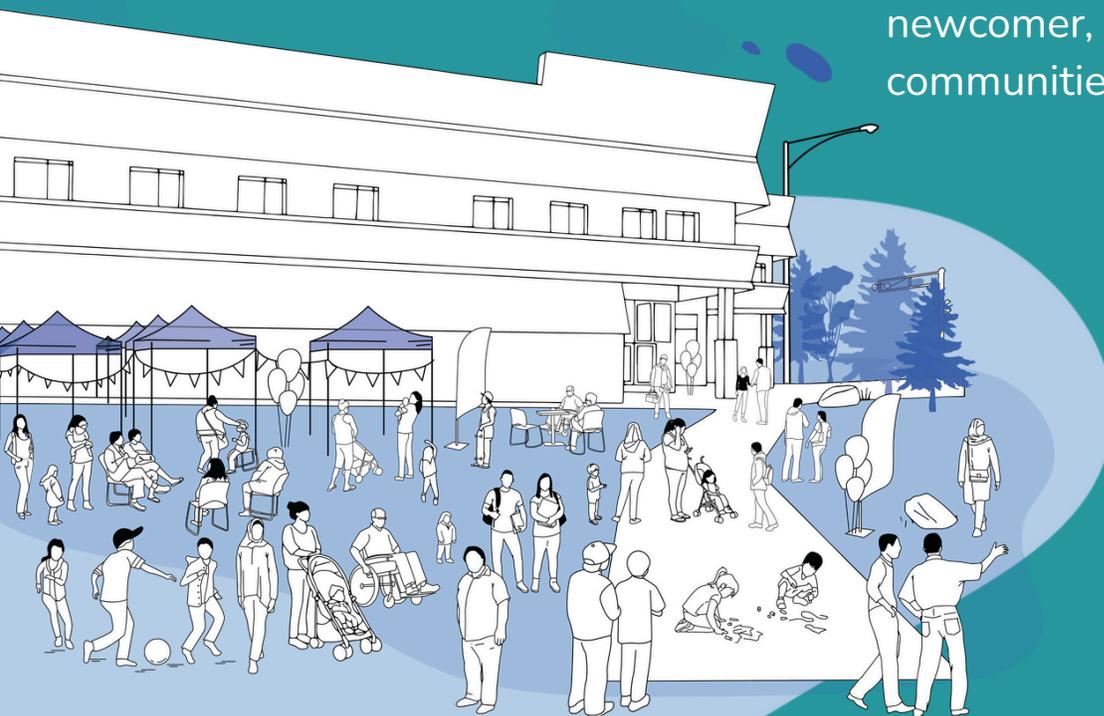
Our Values

Safety

- We provide stable and dignified housing so residents can feel secure in their daily lives.
- We design programs and workplaces that prioritize physical, emotional, and cultural safety.
- We build environments where people can take risks, try new things, and grow without fear.
- We create spaces for neighbours to connect, share joy, and support one another.
- We value family-oriented approaches that strengthen bonds across generations.

Inclusion

- We meet people where they are, respecting different life experiences and barriers.
- We share decision-making power with residents through community input and leadership.
- We ensure voices from our neighbourhoods are represented at every table where decisions are made.
- We hire and support staff who reflect the identities and cultures of the core neighbourhoods.
- We focus on building trust and rapport with residents, staff, and community partners.
- We create welcoming spaces that affirm the dignity of Indigenous, newcomer, and marginalized communities.



Our Values

Responsiveness

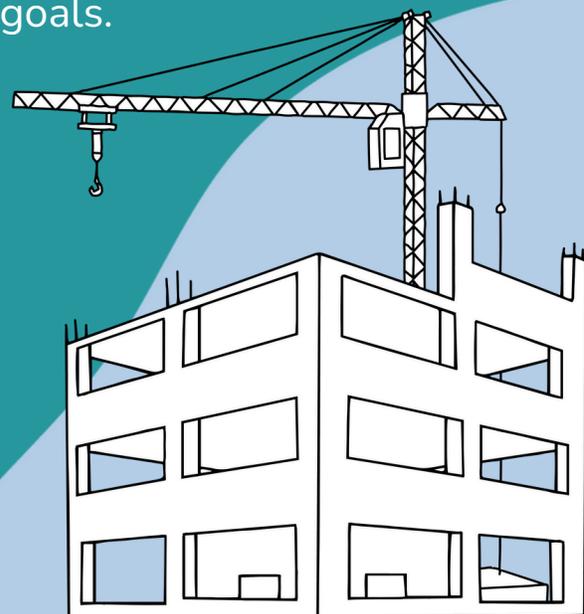
- We listen and adjust programs as community needs change.
- We pilot new models, like social enterprises, that create jobs and reinvest in the neighbourhoods.
- We scale and replicate practices that prove effective, so solutions last and expand.

Sustainability

- We invest in community-owned housing, land, and businesses to secure long-term stability.
- We practice social procurement, keeping wealth and resources in the local economy.
- We prioritize approaches that strengthen communities today and preserve them for future generations.

Advocacy

- We challenge systemic barriers to safe housing, fair employment, and economic participation.
- We incorporate Truth and Reconciliation into all aspects of our work, learning from Indigenous knowledge.
- We stand as allies and advocates alongside people who face discrimination and marginalization.
- We partner with local organizations, governments, and businesses to advance common goals.



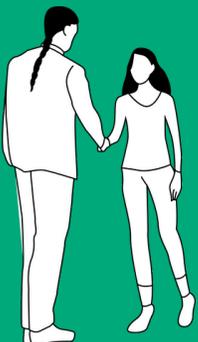
Our Approach:

Community Economic Development

Quint was created in 1995 when community associations and residents of five of Saskatoon's core neighbourhoods (Caswell Hill, Riversdale, Westmount, Pleasant Hill, and King George) came together to organize community-led development to address persistent social and economic disparities facing their neighbourhoods. From that vision, Quint was formed with the sole intention to use a community economic development approach to reduce poverty and build stronger, healthier communities. Today Quint works across and serves residents throughout all of Saskatoon's core neighbourhoods.

A Community Economic Development Approach means:

- We use economic, social, environmental, and cultural development to help communities thrive.
- We support marginalized groups and individuals to build resources and skills for community ownership, jobs, training, and income.
- We ensure that social and economic resources stay within the core neighbourhoods.
- We promote local ownership, community control, and reinvestment of resources.
- We ensure decisions are led by community voices and representation.
- We partner with business, government, and community groups to create jobs, training, and housing opportunities.
- We reflect and promote the diverse cultures, values, and teachings that are present within Saskatoon's core neighbourhoods.



Our Strategic Plan

Through our strategic plan we will build meaningful partnerships and a healthier community. We will continue to work alongside residents, service users, community partners, and funders to create solutions together and move toward shared community goals.

To achieve this we will:

A: Nurture A Thriving Community & Economy

B: Empower People & Voices

C: Secure Sustainable & Flexible Funding

D: Continue our Commitment to Reconciliation & Inclusion



Our Strategic Plan Goals

A

Nurture A Thriving Community & Economy

Through social enterprises, local hiring, housing, and real estate development, we will create opportunities that contribute to long-term stability and well-being in the core neighbourhoods.

- Build a sustainable and scalable environment for social enterprise and procurement.
- Develop partnerships to expand services and meet the needs of the communities we serve.
- Champion policy change and solutions to systemic barriers in quality housing and employment.
- Invest in community impact through community-owned and managed real estate.
- Strengthen the labour force through Quint's employment programs and services.



B

Empower People & Voices

We will invest in our team and welcome the voices of staff, residents, and participants into decision-making at every level of Quint's work.

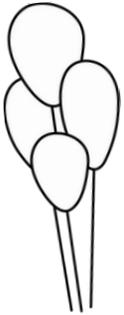
- Support staff to grow their capability and skills to excel at service delivery.
- Create space and opportunities for staff, participants, and residents to contribute to decision-making.
- Invest in cost-effective technology to reduce administrative pressures.
- Strengthen our Board of Director's capacity and skillset to best support the organization.



C

Secure Sustainable & Flexible Funding

We will grow and diversify our funding through community support, partnerships, and the Quint Community Fund, ensuring we have the stability to carry out our mission for years to come.



- ➔ Diversify revenues that directly support community wellbeing.
- ➔ Grow and leverage equity, capital, and reserves that enable our strategic priorities.
- ➔ Expand strategic fund development efforts, including the use of the Quint Community Fund.

D

Continue Our Commitment to Reconciliation & Inclusion

We know that equity work is not quick or simple; it requires sustained and conscious effort to challenge systems that privilege some and leave many behind. Only by addressing the roots of these issues can we work towards our goal of creating opportunities for all and reducing inequities in our community. At Quint, taking action on reconciliation, diversity, and inclusion are not add-ons; they are woven into everything we do.

- ➔ We work with Indigenous communities, learning from and honouring Indigenous knowledge and partnerships.
- ➔ We are committed to implementing responsive Truth and Reconciliation organizational practices in our services and workplace culture.
- ➔ We strive to ensure that our staff and board of directors reflect the many identities, cultures, and abilities that make up the core neighbourhoods.
- ➔ We work alongside communities to name and address the ongoing impacts of colonial harms, and to build the strength and solidarity needed to challenge and undo oppression, discrimination, and marginalization.



We'll Know We've Succeeded When

Partners Say

"By working with Quint, we can enhance our shared vision for a thriving community."

Staff Say

"I am supported and resourced appropriately to achieve our vision."

Residents Say

"I live in a healthier community, and I have hope and the ability to walk my chosen path."

Funders Say

"Quint has led system change by being a proven and trusted leader that helps us meet our shared goals and enables socially responsible and accountable investment."



Thank You

As we celebrate our 30th anniversary and move forward with this strategic plan, we reaffirm our commitment to the people of Saskatoon's core neighbourhoods. Rooted in community, we are building pathways to housing, employment, and opportunity that reflect our values of equity, reconciliation, and inclusion. This plan is not only a roadmap for the next four years, it is a promise to continue working alongside residents, service users, community partners, and funders to dismantle barriers, strengthen belonging, and create conditions where everyone can thrive. Together, we will continue to grow stronger, more resilient neighbourhoods for today and for generations to come.

A special thank you to the



**Community
Initiatives Fund**

for funding our strategic planning process.



