

South Saskatchewan Independent Living Centre Inc.



Working together for Accessibility and Inclusion

**Consumer controlled, community based, cross
disability agency, promoting integration and
full participation as world citizens.**

We meet and support people with any disability
where they are today, to achieve their goals, with
confidence for tomorrow.

2024-2025 Annual Report

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Message from SSILC Board Chair

2024-25 was an incredible year of continued success for SSILC! The hard work and dedication of the staff and volunteers resulted in countless success stories for SSILC Consumers, a few of which are shared in this report!

I would like to extend my sincere thanks to the Board of Directors who worked tirelessly throughout the year to take on important initiatives including approval of organizational restructuring, policy review, strategic plan review and a new risk review project. All this critical work will help guide and support the continued success of SSILC in the coming years!

On behalf of the entire Board of Directors, I want to acknowledge and thank each staff member, volunteer, and all our funding agencies for their support which allows SSILC to do incredible work and truly make a difference in Consumers' lives and in our communities!

Rob Deglau, Chair

SSILC's 2024-2025 Board of Directors

Rob Deglau – Chair	Paige Moreside – Member	Lilia Kusiak – Member
Rita Gourevich – Member	Adewale Adeleye – Member	Mark Green – Member
Abshir Aden – Member	Tanya Gallagher – Member	
Phillippe Jean Marie – Member		

SSILC's Staff 2024-2025

Shari Hildred, Executive Director	Joanne Grant, Finance Control Manager
Masudul Khan, Director of Operations	Brenda Ell, EDP Manager
Alex Mohrbutter, SILP Manager	Lori Sutherland, Employment Facilitator
Meghan Hildred, Employment Facilitator	Holly Flaman, Employment Facilitator
Paige Howard, ESRP/ BOL Facilitator	Jennifer Lagacé, SILP Support Worker
William Scott, SILP Support Worker	Chioma Jolly-Ajuonu, EDP Bus. Advisor
Jeannette McConnell, HR/Finance Coordinator	Jeetkumar Patel, Network Administrator
Tracy Kirychuk, Stakeholder Engagement/Employment Facilitator	

Executive Director Report



It is a great pleasure to share with you the incredible work and accomplishments of SSILC over the past year – none of which would have been possible without the dedication of an incredible staff team and our volunteer Board of Directors.

The Board of Directors held their annual retreat in January 2025 and were joined by Independent Living Canada (ILC) National Executive Director, Freda Uwa. SSILC is one of 24 accredited Centres across Canada under the ILC umbrella, so having Freda spend a day with the Board was truly special!



At SSILC, we meet and support people with any disability, where they are today, to achieve their goals, with confidence, to assist them with realizing a better tomorrow. Our staff embrace the strength of teamwork, the four core principles of ILC, SSILC's values, and they honour independence as it related to the individual. Together, we collectively strive to make a difference in the following report is a demonstration of the incredible contribution in 2024-25!



SSILC attended the annual ILC National Conference and general meeting in-person, in Ottawa ON. The two-day conference was full of reconnecting with colleagues from across the nation, attending several meetings and sharing information about SSILC's important work with other Centres and stakeholders.

Photo (left to right): Freda Uwa, ILC National Executive Director, Shari Hildred, SSILC ED, The Honourable Kamal Khera, former Federal Minister of Diversity, Inclusion, and Persons with Disabilities.

I would also like to acknowledge and extend sincere thanks to SSILC's management team: Masudul, Brenda, Alex and Joanne – a truly incredible team! The shared leadership of this group makes it possible for SSILC to run incredible programs and efficient operations while ensuring the operational stability and sustainability of SSILC. A huge thank you to the entire SSILC staff and management team who work tirelessly each day contributing to the important outcomes of SSILC – making a difference in our communities and in the lives of our most important stakeholder – our Consumers!

Shari Hildred, Executive Director

Farewell but Not Good-Bye

Jeannette McConnell, HR/Finance Coordinator, began working for South Saskatchewan Independent Living Centre (SSILC) on March 29, 2010. During her tenure, she wore many different hats and worked through many challenging times!

Through the good times and the tumultuous ones, Jeannette's calm composure and dedication to the IL Philosophy was comforting to Consumers and staff. She provided a welcoming presence in the office, which was appreciated by Consumers, staff and visitors for over 15 years.

Jeannette was often the go-to-person for staff to ask for assistance and played a pivotal role in contributing to the amazing organizational culture at SSILC. She was always willing to volunteer for extra tasks such as managing the social fund, helping with annual Consumer events and sitting on various committees.



Jeannette was renowned in the office as a Saskatchewan Roughrider and Edmonton Oiler fan!

Jeannette and her husband Grant are shining examples of how to overcome barriers and



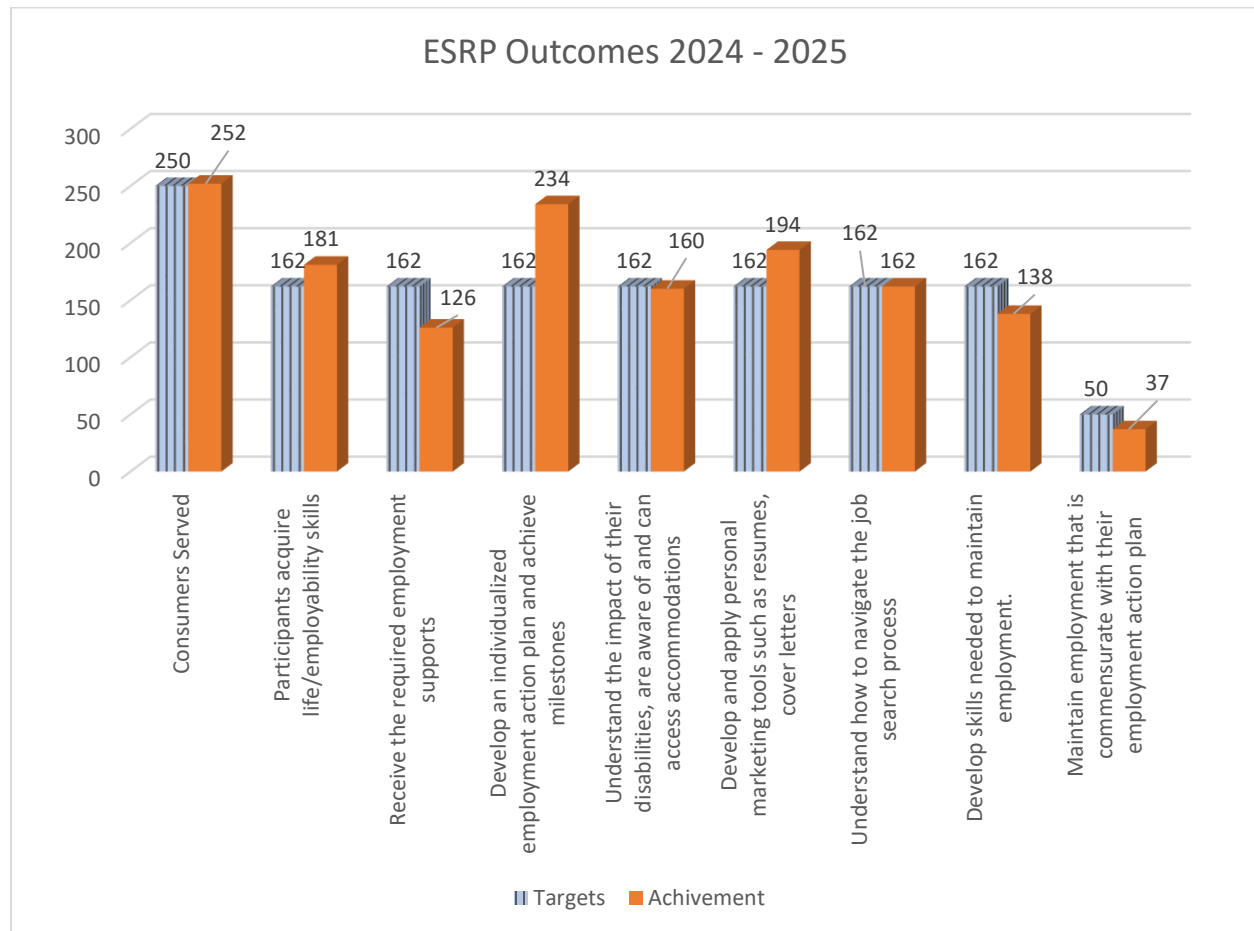
live their lives to the fullest in the true meaning of the IL Philosophy. As they move

on to the new adventure in Edmonton, we wish them the very best.

Although Jeannette, will be living in another province, she will always be part of the SSILC family!

Employment Services and Resources Program (ESRP)

Achievement Report



Overview

The ESRP aimed to support individuals with disabilities and people with multiple barriers in developing skills, planning careers, and maintaining meaningful employment. The program set clear targets across eight key outcome areas under four broad categories as outlined below. A total of **252 Consumers were served**, surpassing the annual target of **250**.

Outcome Highlights

1. Work Job Readiness

- *Acquiring Employability Skills*
Target: 162 | Achieved: 181

Outcome exceeded, indicating strong delivery of foundational life and employment skills (e.g., communication, literacy, personal management).

- *Receiving Employment Supports*

Target: 162 | **Achieved:** 126

This area fell short, suggesting a need for increased support with tangible employment aids (e.g., job coaches, PPE, mentors).

2. Career Decision Making

- *Employment Action Planning*

Target: 162 | **Achieved:** 234

Significant overachievement, reflecting successful development of individualized employment action plans.

- *Disability Impact and Accommodation Awareness*

Target: 162 | **Achieved:** 160

Achieved close to the target, indicating consistent support in helping participants understand and navigate their disabilities in career planning.

3. Work Job Search

- *Developing Personal Marketing Tools*

Target: 162 | **Achieved:** 194

Target exceeded, showing strong outcomes in resume, cover letter, and application development.

- *Job Search Navigation Skills*

Target: 162 | **Achieved:** 162

Fully met the target, indicating effective instruction on how to search for and secure employment.

4. Work Job Maintenance

- *Maintaining Employment Skills*

Target: 162 | **Achieved:** 138

Slightly under target; further development may be needed in ensuring ongoing job retention capabilities.

- *Employment Commensurate with Goals*

Target: 50 | **Achieved:** 37

Below target, which may indicate challenges in aligning actual employment outcomes with the participants' employment action plans.

ESRP Summary

Despite a few shortfalls, **the program overall exceeded its total Consumer engagement goal**. There is evidence of robust outcomes in planning and job readiness, with room for improvement in post-employment support and aligning employment with participant goals.

ESRP Success Story

Solomon is a recent refugee from Nigeria. He completed intake with ESRP. During intake he demonstrated excellent communication skills and stated some of his strengths as being self-motivated, able to work with minimal supervision, and the ability to work well with others in a team environment. The barrier that he identified was that he needed more reading and writing skills. He is still experiencing some symptoms of anxiety from past experiences in Nigeria. He set two goals: to get a job and to improve his reading and writing skills.

Solomon completed the SSILC Resume Tailoring Class and the Job Finding Club. He got a casual job with Two Men and a Truck on March 14-25. He said that the interview portion of the class was very helpful when he did his interview. He was able to answer interview questions effectively because he had practiced them in class.

This is the first of many successes that Solomon will achieve. His interpersonal skills will carry him far.

ESRP Success Story

James completed intake and assessed different career paths, considering his strengths, anxiety, and barriers. James worked on stabilization issues including housing. James and his employment facilitator talked about job maintenance strategies and how to manage the anxiety that James felt from not being able to maintain jobs in the past. He completed the Colour Spectrum and Job Interview classes at SSILC. During appointments, James maintained a focus on what he was doing at the time, as well as his next steps and end goal.

He was interested in security guard training. SSILC paid for the security guard training at the Corp Commissionaires. He completed the training and passed the exam. He got his criminal record check and applied at RTSIS. James maintained job searching and was hired at RTSIS in a casual security position. He is presently maintaining employment, working close to full time hours.

As a next step, James is looking into SPT for the Addictions Worker Course.

ESRP Success Story

Katherine began working with SSILC's Employment program in September 2024. She is a mom to four children, working part-time as a Delivery Driver for Skip the Dishes. Katherine sought support to find additional employment as well as to pursue her Grade 12 education. Through SSILC's services, Katherine: conducted targeted job searches and crafted tailored resumes for customer service roles; explored requirements for a Class 4 driver's license to expand opportunities in the driving industry; obtained Food Safe Level 1 certification with SSILC's funding support; enrolled in the Adult 12 Diploma Program at Ignite, successfully passing entrance exams and starting classes in March.

Although Katherine had to put her education on hold to care for her child's health needs, she remains committed to finding additional part-time employment. Although her education plans were put on hold, Katherine will continue to leverage her skills and experience.

Katherine's determination to balance her responsibilities as a parent and job seeker is inspiring. SSILC's services are designed to support individuals like Katherine, who experience multiple challenges to employment and education. Through individualized support and resources, SSILC works to help individuals overcome barriers and achieve their goals.

ESRP Success Story

Landon began working with SSILC in April 2022. At that time, he had no prior work experience and was living between his mother's and brother's homes. Through SSILC services, Landon developed essential job readiness skills, including how to write a resume, interpret job postings, complete job applications, and perform effectively in interviews.

In July 2022, Landon secured his first job as a front counter person. He has maintained this position consistently and has demonstrated stability and growth in both his professional and personal life. As of November 2024, Landon reached out for support in updating his resume. He reported that he is still employed in the same role and is now living independently in his own apartment.

Landon is now seeking a new job that offers more hours, indicating his readiness to take the next step in his employment journey and increase his financial independence.

Harvesting Hope Microgreens Initiative

The "Harvesting Hope" initiative was designed to address food security challenges through community-based inclusive planning and hands-on microgreen cultivation. SSILC hosted two planning workshops in December 2024, engaging 37 participants with disabilities and other employment barriers in identifying obstacles to accessing nutritious food. These sessions emphasized collaborative learning and mutual support, encouraging active participation and reflection.

Each three-hour workshop explored challenges such as affordability, limited transportation, physical accessibility, and lack of knowledge about nutrition. SSILC distributed microgreen kits—each containing four trays and a choice of eight seed varieties—to all 37 registered participants, including five kits reserved for demonstration. A live planting demonstration and a pre-recorded tutorial were provided to enhance accessibility and promote success in home-based cultivation. Consumers received \$50 gift cards for their input as a focus group.



In February 2025, SSILC facilitated a follow-up experience sharing workshop, bringing together participants to share their microgreen growing experiences, discuss outcomes, and reflect on potential improvements. Positive feedback highlighted increased confidence, nutritional awareness, and community connection. The event concluded with prize draws and celebratory sharing of microgreen harvest stories.

The project also included a professional video, capturing the journey from planning to harvest. It documented key discussions, solutions proposed by participants, and the impact of growing microgreens as a practical, affordable food solution.

SSILC's approach—centred on inclusive engagement, capacity building, and sustainable micro-farming—provides a replicable model for promoting food sovereignty in marginalized communities. Insights from this consultation are informing the organization's 2025 planning, with particular focus on scaling food security programming and integrating peer-to-peer education with key highlights of the initiative being:

Identified Barriers:

- Financial constraints and rising food costs
- Lack of nutritional knowledge and education on nutritional food
- Transportation and mobility issues
- Limited space and tools to grow food at home



Community Recommendations:

- Expand access to food box programs and seed distribution
- Develop food preparation education (cooking classes, food fairs)
- Partner with local food banks and grocers for better outreach
- Continue and expand microgreen initiatives

Participant Feedback on Microgreens:



- "Fast and easy to grow"
- "Helps boost my confidence"
- "Affordable and environmentally friendly"
- "Now I eat greens every day!"

Educational Impact:

- 100% of participants received training and resources to grow microgreens
- Participants reported improved food confidence and nutrition awareness
- Many shared harvests with family and discussed continuing to grow at home



Future Plans

Based on participant feedback and project success, SSILC aims to:

- Develop a permanent microgreen program
- Expand the growing kit initiative to more Consumers
- Introduce seasonal food skills workshops
- Partner with local farmers and urban gardening groups to build community gardens
- Launch a food security awareness campaign using participant stories and video documentation

Thank you to the Prairie Food System Vision Network for your generous support and shared commitment to equitable, resilient food systems.

Business of Living (BOL) Report

The BOL Program was established in 2019, as there was a need to provide a pre-employment stabilization piece for our Consumers. The BOL program, which is funded by the City of Regina, focuses on 5 modules: *Food Security and Nutrition, Budgeting, Health Management, Housing, and Taking Care of Business* which focuses on how to open a bank account, obtain government issued identification, and connect and disconnect utilities.

During the 2024-25 fiscal year, our BOL facilitator worked with 45 Consumers. The breakdown of Consumers was: 19 from the Ranch Ehrlo Family Treatment Program; 18 from three different programs at Phoenix Residential Society; four Consumers from Partners in Employment; one Consumer from Thrive Walk-In Counselling; and, three Consumers from SSILC referrals.

BOL programming has been presented at Ranch Ehrlo Family Treatment Program for several years. This year, food security and nutrition, budgeting, health management, and housing were the most needed topics. During the health management module, exercise was discussed in detail. Two participants decided to partner up and go to the gym together both for exercise and to maintain their sobriety.

One resident of the Phoenix Residential Society program was planning to move out in the spring and said the food security and nutrition module information was vitally important. She feared she may be food insecure but through taking BOL programming now has the knowledge of resources available to her.

With rising food prices, increased rent, and stresses of everyday life, the facilitator is very proud of all her Consumers for putting so much effort into the BOL Program. Bravo! As she noted, learning things about nutrition and grocery shopping will help Consumers tremendously to maintain and improve their lives.



Entrepreneurs with Disabilities (EDP) Report

The EDP has been in existence since 1998 and is delivered under the umbrella of SSILC and funded by Prairies Economic Development Canada (PrairiesCan). The EDP assists persons with disabilities or health conditions to investigate self employment and/or to start, maintain or grow their businesses in a safe and supportive environment. EDP offers one-to-one business counselling, mentoring, training, resources, and disability accommodations.

During the fiscal year, the EDP staff answered 54 inquiries and provided a total of 174 business advisory services, 1258 business information services, 25 training sessions with 98 attendees, 10 businesses were created, maintained or expanded, 19 new entrepreneurs were served, of which 10 were self-identified women and two self-identified indigenous persons. In total, EDP worked with 63 entrepreneurs.

Although the EDP is a business program, it is designed to support the whole person including focus on self-care which is especially vital for persons with disabilities and health conditions.

EDP is incredibly grateful for the amazing work of the EDP Business Advisors, with a huge thank you to Nancy Myslick and Chioma Jolly- Ajuonu who is coving Nancy's leave.



Pictured: Small Business Connections group photo from May 9th, 2024. This is a networking event that meets annually to share resources with like minded professionals in the Regina area. Pictured far right is EDP Business Advisor, Nancy Myslick and far left is Kirsten Jensen PrairiesCan- Senior Business Officer, EDP's funding agent.

Canadian Association for Supported Employment (CASE) Conference

The EDP Manager and Business Advisor attended the CASE Convention in Regina from June 11-13, 2024; sponsoring 9 of entrepreneurs to host booths and sell their products and services. The Entrepreneur's Marketplace was in a high traffic area with folks attending both the convention and coming and going to the parkade. When attendees of the convention had health and lunch breaks, they would shop the booths and with 300 in attendance it was extremely busy! EDP partners also hosted an informational booth and spoke with approximately 85 folks from across Canada. The evening before the entrepreneurial marketplace, the business advisor and Community Futures SK manager hosted a panel discussion with three entrepreneurs answering questions, to a full house of attendees.

The following are some photos and stories from the CASE conference entrepreneur marketplace:

Tanya Condo -Jewelry Designer – “This Little Creation”



“It was my very first show and I was extremely nervous I wouldn’t sell anything. I was almost teary when I made my first sale and then the sales kept coming in.

I exceeded my expectations, and it will allow me to invest some profit back into my business and gives me a boost that I can succeed.

I sincerely appreciate the opportunity and the support shown to entrepreneurs with disabilities. “

Sherry Poier selling her “Little Critters.”
Sherry did very well with her sales!



ETSY Shop Digital Artist - Carla B.

“Thank you for the wonderful opportunity to participate in the marketplace. I enjoyed meeting other creative people and loved hearing about their stories of success.

The experience was amazing and gave me confidence about how to perfect my digital art and share it with the world.

Best regards. Cheers!”





EDP partner booth pictured with Brenda Ell, EDP Manager-Regina (far right) and Susan Bater, EDP Manager of Community Futures rural Manitoba and Saskatchewan seated (middle). EDP entrepreneur, Collins Kwaku Boahen (left) seated at his booth selling his seed product for his business, "Peace Farms"



Farjana Nowrin Rahman and her husband pictured, above. Farjana was extremely assisting customers with her cultural clothing.

EDP Testimonials:

Melanie Aichele, Independent Business owner of "**That Vintage Neighbour**" shares her story: I have been a consumer in the Entrepreneurs with Disabilities Program with the South Saskatchewan Independent Living Centre for nearly a year now. While I have always been a person with disabilities and chronic illness, it is only within the last decade that I have been unable to maintain employment and support myself financially, and I am not alone in my circumstances.

Oftentimes, self-employment becomes the best fit for people with disabilities and chronic illness, allowing them to glean independence, feel a sense of self-worth,

and experience mastery over their lives. Accessing business advisory support tailored to their unique strengths, goals, and needs, however, is not always financially feasible, nor available.

Fortunately, the Entrepreneurs with Disabilities Program fills that gap in service. For me, personally, the impact of support has truly been life changing. My business advisor possesses a comprehensive understanding of business and the various barriers that may keep people with disabilities and/or chronic illness from even taking that first to self-employment.

Possibly for the first time, I feel seen and validated in my ability to design a business that supports my unique strengths and needs as an AuDHD woman with autoimmune illnesses, and, most importantly, to begin dreaming again.

If not for this program and the client-centred support of my business advisor, I would not have access to this level of service, and I certainly would have not taken my own first steps to self-employment.



Melanie Luce, independent business owner of **"Essence Photography"** shares her story:

"Thanks to my business advisor at SSILC, my entrepreneurial journey is gaining real momentum.

She pointed me towards an excellent online course and the pricing and cash flow module is providing practical, and actionable knowledge.

Her willingness to listen and offer thoughtful feedback has been instrumental in refining my ideas. Plus, the manager's email with links to local Regina resources, has been a significant boost.

Knowing I have access to community support is incredibly encouraging. I'm truly grateful for the personalized guidance and support."

Supported Independent Living Program (SILP) Report



The Supported Independent Living Program (SILP) empowers adults with intellectual disabilities to live independently in their own homes, with the guidance of trained support workers.

Funded by the Community Living Service Delivery (CLSD), Ministry of Social Services, Government of Saskatchewan, SILP offers individualized, person-centered support to help participants gain essential life skills and

achieve personal goals.

Services Offered:

Participants in the SILP program receive up to 10 hours of support per week in areas such as:

- Financial Management & Budgeting
- Home Management (Cleaning & Organization)
- Meal Planning, Grocery Shopping & Cooking
- Community Resource Awareness
- Peer Support & Social Inclusion
- Recreation and Leisure Activities

Support is tailored to individuals to help them thrive in their homes and communities.



Program Highlights 2024–2025

This year, SILP continued to deliver high-quality, personalized support to participants while also welcoming new members into the program. Our participants engaged in meaningful community activities and life skill development. Social highlights included:

- Saskatchewan Roughrider games
- Luther Invitational Tournament
- Concerts, art fairs, and museums
- Queen City Ex and live wrestling
- Holiday parties, birthday celebrations, and movie nights
- Arts & crafts, restaurant outings, and community events



These outings build confidence, foster friendships, and encourage independence!

SILP Success Stories



Pamela Sundberg, Pamela has been diagnosed with Fetal Alcohol Spectrum Disorder (FASD) and glaucoma in both eyes. Despite mobility challenges that require the use of a walker and motorized scooter, Pamela lives independently and is determined to maintain her mobility. Pamela receives 10 hours a week of SILP support, where she focuses on building her skills and confidence—especially in cooking. She has perfected her Bannock recipe and is considering selling it, as it's already gaining popularity in her apartment building. She is also proud of her progress in budgeting and paying down utility arrears.

Pamela is a shining example of how perseverance and the right support can lead to personal growth and independence.

Calvin Williams, Calvin lives with cerebral palsy and uses a motorized wheelchair. He lives independently and is a valued long-time employee at Walmart, recently celebrating 15 years of service. With the support of SILP, Calvin receives weekly assistance with meal prep, budgeting, cleaning, and organization. One of his most notable accomplishments this year was becoming completely debt-free. Through positivity, discipline, and teamwork with support staff, Calvin navigated financial challenges and regained control of his finances. His determination and resilience continue to inspire those around him.



SILP and SSILC extend heartfelt thanks to CLSD for their funding and to our

exceptional SILP staff for their compassion, dedication, and commitment to the success of every participant.

Together, we are building stronger, more inclusive communities—one success story at a time!

Looking forward, SILP program remains committed to:

- *Promoting self-directed living
 - *Enhancing independent life skills
 - *Encouraging community involvement
 - *Continuing growth and expansion to serve more individuals.
-

Thank You to our funders who support the great work happening at SSILC!



Saskatchewan!



Prairies Economic
Development Canada

Développement économique
Canada pour les Prairies

Canada



REGINA



**Prairie Food
System Vision**

South Saskatchewan Independent Living Centre Inc.
Financial Statements
March 31, 2025

Independent Auditors' Report

To the Members of South Saskatchewan Independent Living Centre Inc.:

Opinion

We have audited the financial statements of South Saskatchewan Independent Living Centre Inc. (the Entity), which comprise the statement of financial position as at March 31, 2025, and the statement of operations, statement of changes in net assets and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Entity as at March 31, 2025 and the results of its operations and its cash flows for the year then ended in accordance with Canadian Accounting Standards for Not-for-Profit Organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Entity in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian Accounting Standards for Not-for-Profit Organizations and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Entity or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Entity's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

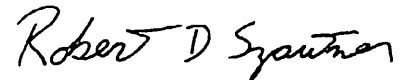
Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgement and maintain professional skepticism throughout the audit. We also:

INDEPENDENT AUDITORS' REPORT *(continued)*

- Identify and assess the risks of material misstatement of the financial statements (whether due to fraud or error), design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going-concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements (including the disclosures), and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Regina, Saskatchewan
June 10, 2025



Robert D. Szautner
Chartered Professional Accountant

South Saskatchewan Independent Living Centre Inc.
Statement of Financial Position
As at March 31, 2025

	<i>Operating Fund</i>	<i>Capital Fund</i>	<i>Entrepreneur Fund</i>	<i>Total 2025</i>	<i>Total 2024</i>
Assets					
Current					
Cash	273,443	-	3,666	277,109	248,119
Accounts receivable	3,788	-	-	3,788	6,229
Prepaid expenses	6,045	-	-	6,045	6,471
Conexus Credit Union Shares	152	-	-	152	38
Investments (Note 4)	26,553	-	-	26,553	25,542
	309,981	-	3,666	313,647	286,399
Capital assets (Note 5)	-	137,869	-	137,869	159,240
	309,981	137,869	3,666	451,516	445,639
Liabilities					
Current					
Accounts payable	11,180	-	-	11,180	13,255
Deferred contributions (Note 6)	30,670	-	-	30,670	30,278
Loan fund payable	-	-	3,666	3,666	4,086
	41,850	-	3,666	45,516	47,619
Deferred contributions – capital assets (Note 7)	-	135,016	-	135,016	155,446
	41,850	135,016	3,666	180,532	203,065
Net Assets					
Restricted Capital fund	-	2,853	-	2,853	3,794
Operating fund	268,131	-	-	268,131	238,780
	268,131	2,853	-	270,984	242,574
	309,981	137,869	3,666	451,516	445,639

Approved on Behalf of the Board

Director

Director

The accompanying notes are an integral part of these financial statements.

South Saskatchewan Independent Living Centre Inc.
Statement of Operations
For the year ended March 31, 2025

	2025	2024
Revenue		
Grants		
Independent Living Canada	37,281	36,971
City of Regina	19,408	22,380
Projects (Schedule 1)	852,750	843,558
Other (Schedule 2)	46,345	42,723
	955,784	945,632
Expenses		
Accounting and legal	8,409	8,145
Advertising and promotion	4,225	4,640
Amortization	21,372	26,152
Consumer resources	833	4,614
Contract staffing	130,257	125,120
Disability staff accommodation	456	57
Equipment lease	11,100	11,100
Insurance	5,083	5,095
Interest and bank charges	1,878	1,620
Meetings	250	-
Memberships and dues	830	811
Miscellaneous	4,998	49
Participant support fund	15,947	10,231
Postage and courier	292	268
Printing and photocopying	1,520	976
Program supplies	9,443	12,170
Rent	76,042	76,107
Repairs and maintenance	10,209	11,296
Salaries and benefits	601,173	603,340
Technical support	1,442	1,190
Telephone and internet	9,848	9,639
Training	4,818	2,928
Travel and accommodation	6,949	7,391
	927,374	922,939
Excess of revenues over expenses	28,410	22,693

The accompanying notes are an integral part of these financial statements.

South Saskatchewan Independent Living Centre Inc.
Statement of Changes in Net Assets
For the year ended March 31, 2025

	<i>Operating Fund</i>	<i>Restricted Capital Fund</i>	<i>2025</i>	<i>2024</i>
Balance, beginning of year	238,780	3,794	242,574	219,881
Excess (deficiency) of revenue over expenses	29,351	(941)	28,410	22,693
Balance, end of year	268,131	2,853	270,984	242,574

The accompanying notes are an integral part of these financial statements.

South Saskatchewan Independent Living Centre Inc.
Statement of Cash Flows
For the year ended March 31, 2025

	2025	2024
Cash provided by (used for) the following activities		
Operating activities		
Excess of revenues over expenses	28,410	22,693
Items not affecting cash:		
Amortization	21,372	26,152
Revenue recognized related to deferred contributions – capital assets	(20,431)	(24,460)
Net change in non-cash working capital items:		
Accounts receivable	2,442	1,331
Prepaid expenses	425	(907)
Conexus Credit Union Shares	(115)	4,873
Accounts payable	(2,073)	1,092
Deferred contributions	391	(28,278)
Loan fund payable	(420)	(784)
	30,001	1,712
Investing activities		
Acquisition of capital assets	-	(32,577)
Purchase of investments	(1,011)	(25,542)
	(1,011)	(58,119)
Financing activities		
Grant funding received for acquisition of capital assets	-	32,577
Increase (decrease) in cash resources	28,990	(23,830)
Cash resources, beginning of year	248,119	271,949
Cash resources, end of year	277,109	248,119

The accompanying notes are an integral part of these financial statements.

South Saskatchewan Independent Living Centre Inc.

Notes to the Financial Statements

For the year ended March 31, 2025

1. Nature of operations

The purpose of South Saskatchewan Independent Living Centre Inc. (the "Organization") is to promote and enable the progressive process, whereby citizens with disabilities achieve their desired individual lifestyle by taking responsibility for the development and management of personal and community resources. The Organization is incorporated under the Non-Profit Corporations Act of Saskatchewan and under the current provisions of the *Income Tax Act*, as a not-for-profit corporation, the Organization is exempt from income tax.

2. Significant accounting policies

The financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations using the following significant accounting policies:

Revenue recognition

The Organization follows the deferral method of accounting for contributions. Restricted contributions are recognized as revenue in the year in which the related expenses are incurred or restrictions are met. Unspent amounts are included in deferred contributions. In the event funds are not used in accordance with the funding agency agreement, grant funds must be returned to the funding agency.

Unrestricted contributions are recognized in revenue in the year received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Fund accounting

Assets and liabilities related to the general operations of the Organization are reported in the Operating Fund.

Assets and liabilities that are capital in nature are reported in the Capital Fund.

Assets and liabilities related to the Entrepreneur program are reported in the Entrepreneur Fund.

Cash and cash equivalents

The Organization's policy is to present bank balances and term deposits with a maturity period of three months or less from the date of acquisition under cash and cash equivalents.

Capital assets

Capital assets are recorded at cost and amortized using methods and rates intended to amortize the cost of assets over their estimated useful lives. Management reviews the estimates of useful lives of the assets every year and adjust them on a prospective basis, if needed.

	Rate	Method
Equipment	30%	declining balance
Computer	45%	declining balance
Leasehold improvements	15 years	straight-line

Financial instruments

The Organization recognizes its financial instruments when the Organization becomes party to the contractual provisions of the financial instrument. All financial instruments are initially recorded at their fair value, including financial assets and liabilities originated and issued in a related party transaction with management.

At initial recognition, the Organization may irrevocably elect to subsequently measure any financial instrument at fair value. The Organization has not made such an election during the period. Cash, accounts receivable, and accounts payable have been designated to be subsequently measured at their fair value. Fair value is approximated by the instruments' initial cost in a transaction between unrelated parties. Transactions to purchase or sell these items are recorded on the settlement date.

South Saskatchewan Independent Living Centre Inc.
Notes to the Financial Statements
For the year ended March 31, 2025

2. Significant accounting policies (continued)

The Organization subsequently measures investments in equity instruments quoted in an active market at fair value. Fair value is determined by the instruments' initial cost in a transaction between unrelated parties. Investments in equity instruments not quoted in an active market and derivatives that are linked to, and must be settled by delivery of, unquoted equity instruments of another entity, are subsequently measured at cost less impairment. All financial assets and liabilities are subsequently measured at amortized cost.

Measurement uncertainty

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements, and the reported amounts of revenues and expenses during the reporting period.

These estimates and assumptions are reviewed periodically and, as adjustments become necessary they are reported in excess of revenues and expenses in the periods in which they become known.

3. Line of Credit

A line of credit exists with Conexus Credit Union with an authorized credit limit of \$40,000. The line of credit was not utilized at March 31, 2025 (2024 – NIL). The line of credit bears interest at 7.95% per year and is secured by a general security agreement.

4. Investments

Investments consist of one term deposit held at Conexus Credit Union with an interest rate of 4.05% with a maturity date in September 2025.

5. Capital assets

	Cost	Accumulated Amortization	2025 Net Book Value	2024 Net Book Value
Equipment and furnishings	72,534	58,419	14,115	20,164
Computer equipment	70,270	65,015	5,255	9,554
Leasehold improvements	157,600	39,101	118,499	129,522
	300,404	162,535	137,869	159,240

6. Deferred contributions

Funding received for specific projects has been deferred and will be recognized as revenue when related expenses are incurred:

	2025	2024
Saskatchewan Ministry of the Economy – Workforce Development - Regina	8,164	7,001
Ministry of Social Services – Community Living Service Delivery	8,470	11,529
Prairies Economic Development Canada - Western Diversification Program	(32)	12
City of Regina	4,538	2,096
Federal Accessibility Grant	8,840	8,840
Independent Living Canada	690	800
	30,670	30,278

South Saskatchewan Independent Living Centre Inc.
Notes to the Financial Statements
For the year ended March 31, 2025

7. Deferred contributions – capital assets

Funding received for acquisition of capital assets has been deferred and will be recognized as revenue as related assets are depreciated:

	<u>2025</u>	<u>2024</u>
Employment & Social Development Canada	28,588	31,247
Saskatchewan Ministry of the Economy	38,011	45,991
Western Economic Diversification	13,092	16,211
Leasehold incentives	54,908	61,480
Other	417	517
	<u>135,016</u>	<u>155,446</u>

8. Lease commitment

A lease agreement exists with Melcor REIT GP Inc. for the premises at 349 Albert Street, Regina, Saskatchewan. A fifteen-year term commenced January 1, 2022 requiring monthly payments of \$3,847 for the period of January 1, 2022 to December 31, 2025. This increases to \$4,014 for the period of January 1, 2026 to December 31, 2030 and to \$4,181 for the period of January 1, 2031 to December 31, 2035.

9. Financial instruments

The Organization as part of its operations carries a number of financial instruments. It is management's opinion that the Organization is not exposed to significant interest, currency or credit risks arising from these financial instruments except as otherwise disclosed.

Liquidity risk

Liquidity risk is the risk that the Organization will not be able to meet its financial obligations as they come due. The Organization manages liquidity by maintaining adequate cash on hand to provide for the ongoing management and operations of the Organization. In addition, the Organization continuously monitors and reviews both actual and forecasted cash flows.

Credit risk

Credit risk is the risk that one party to a financial asset will cause a financial loss for the company by failing to discharge an obligation. The organization's main credit risks relate to its accounts receivable and grants receivable

The concentration of credit risk with respect to accounts receivable is limited due to the credit quality of the parties providing funding to the Organization.

Interest rate risk

The Organization is exposed to interest rate risk on its fixed-rate financial instruments, which consist solely of term deposits. Fixed-rate instruments subject the Organization to a risk of changes in fair value.

10. Comparative figures

Certain comparative figures have been reclassified to conform to the current year's presentation.

South Saskatchewan Independent Living Centre Inc.
Schedule 1

Schedule of Grant Revenue

For the year ended March 31, 2025

	2025	2024
Saskatchewan Ministry of the Economy – Workforce Development – Regina	566,243	555,932
Saskatchewan Ministry of Social Services – Community Living Service Delivery	145,268	137,606
Western Economic Diversification – Entrepreneurs with Disabilities Program	141,239	150,020
	852,750	843,558

Schedule 2

Other Revenue

For the year ended March 31, 2025

	2025	2024
Donations	1,500	450
Interest income	1,924	1,041
Office rental	14,400	11,700
Other	28,521	29,532
	46,345	42,723

South Saskatchewan Independent Living Centre Inc.
Schedule 3
Ministry of Social Services - Leadership
For the year ended March 31, 2025

	2025	2024
Revenue		
Ministry of Social Services (Leadership)	30,298	30,469
Add deferred revenue prior year	2,728	85
Less deferred revenue current year	(3,701)	(2,728)
	29,325	27,826
Expenditures		
Salaries and benefits	27,715	26,617
Telephone	695	710
Training	488	190
Travel	427	309
	29,325	27,826
	-	-

Schedule 4
Ministry of Social Services – Supportive Living
For the year ended March 31, 2025

	2025	2024
Revenue		
Ministry of Social Services (Supportive Living)	111,910	111,709
Add deferred revenue prior year	8,801	6,872
Less deferred revenue current year	(4,769)	(8,801)
Donation	1,500	400
	117,442	110,180
Expenditures		
Insurance	-	306
Professional fees	357	356
Program supplies	3,413	1,659
Rent	5,199	5,199
Salaries and benefits	101,909	95,731
Telephone	1,194	955
Training	1,418	1,443
Travel and accommodation	3,952	4,531
	117,442	110,180
	-	-