



**HUMBOLDT & DISTRICT  
COMMUNITY  
SERVICES**

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**2021 Annual Report**

[www.humboldtcommunityservices.com](http://www.humboldtcommunityservices.com)

# EMPOWERING PEOPLE TO REACH THEIR FULL POTENTIAL

517 Main Street Humboldt  
306-682-1455  
humboldtcommunityservices.org

HUMBOLDT & DISTRICT  
COMMUNITY  
SERVICES



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## OUR BOARD OF DIRECTORS

Dana Zemluk – Chair  
Shelley Ven der Buhs – Vice Chair  
Shelly Berscheid – Secretary  
Gloria Chetyrbuk – Director  
Islay Ehlert – Director  
Tracy Hage – Director  
Kelly Weber - Director  
David Doepker – Director  
Melanie Green - Director

**MISSION**  
**TO ASSIST IN DISCOVERING AND  
IMPLEMENTING COMMUNITY BASED  
RESPONSES TO THE NEEDS OF  
INDIVIDUALS WITH VARYING ABILITIES**

## Message from the Board Chair and Executive Director

Humboldt and District Community Services is a federally registered charity and provincially funded non-profit Organization. HDCS was established in 2000 and currently delivers 11 different programs in the community of Humboldt and surrounding area.

The Covid – 19 Pandemic continued to be a concern for our organization over the past year. The health and safety of staff, clients, and residents were our priority. We operated 2021 under the guidance and recommendations of both the Ministry of Health, Ministry of Social Services, and Government of Saskatchewan. We have spent the last year developing and revising multiple policies for infection control, visitation, vaccination, masking, and screening. We want to thank our staff for their continued patience and flexibility with the changes that have taken place.

Through Community Inclusions Support Services our Coordinator has supported just over 80 clients and their families in navigating systems and getting needs met. We have experienced a large number of new referrals in the last part of 2021; largely due to new diagnosis, such as Autism. In addition, she continues to support individuals with Cognitive Disability Strategy funding. Completing new applications and yearly renewals, matching individuals with mentors and respite caregivers requires a significant amount of time.

We held a revised and smaller version of our summer program again this year. We had exceptional summer staff that kept our program running safely and smoothly. We had a total of 19 children and youth and provided approximately 1338 hours of respite to families.

Our social programs were also revised to accommodate smaller numbers. Continuing these programs were incredibly important for our clients, especially this past year when we saw so many people struggling with their mental wellness.



Established in 2000, HDCS is a non-profit organization representing quality programs that provide Employment Services, Community Inclusion Support Services, and Residential Services to individuals with varying abilities, their families, caregivers, and the community.

**Our services extend to all communities within the Humboldt Region.**

For more information:

**306-682-1455**

[humboldtcommunityservices.org](http://humboldtcommunityservices.org)

*Saskatchewan*



Our employment programs continue to be extremely busy. In the past year, our supported employment program assisted approximately 85 individuals with either preparing for, gaining, or maintaining employment in the community. We also had our work crew up and running again this past year, with most of our contracts conducted throughout the summer season.

### Supported Employment

Humboldt and Area Supported Employment Program (HASEP) provides a continuum of services for job seekers experiencing barriers to better attach to the labour market. Job seekers are provided with pre-employment, job development, and job maintenance supports.

### Community Work Crew

This program teaches individuals basic skills such as teamwork and time management while giving them a sense of accomplishment. We offer the opportunity for our members to have the dignity of doing real work with real pay.

### Enhanced Career Bridging Program

ECBP is a 12-week employment readiness and work experience program that assists anyone who may be underemployed or unemployed better attach to the labour market.

### Job Search Resource Centre

Our resource centre provides a job listing board, employment tools, and resources for job seekers to complete an independent job search. A computer, printer, and resume support are available at our location to assist in your job development process.

### Community Inclusion Support Services

We provide the coordination of support services and integrative case management to individuals, families, and caregivers. Our support services are diverse, dynamic, and tailored to suit individuals' needs. We recognize that everyone's journey is different—our approach is to meet people where they are at, support them in the process, and assist in meeting their needs.

### Social Programs

This program for adults and youth encourages and develops social skills in natural, fun, and engaging environments. Adult activity and social groups, youth groups, and a variety of drop in programming are available.

### Summer Program

Our Recreation and Respite Program provides children, youth, and their families support during the summer months. Participants are provided with supervision to engage in and attend activities and community events.

### Independent Living

Our Supported Independent Living Program (SILP) is a person-centred program to help individuals increase their independence at home and in the community.

### Hilda Home

Our group home provides person-centred, safe, and respectful supports to four residents. Services are provided in a family-like setting and offers supervision, personal care, and quality of life elements.

We held two sessions of our Enhanced Career Bridging Program in 2021. This program helps individuals who are underemployed or unemployed better attach to the labor market and find employment. It includes 6 weeks in class including providing certifications in FA/CPR, WHMIS, Food Safe, and Service Best as well as 6 weeks of work experience

Our job search resource center is almost back to pre-pandemic numbers. We are currently serving 80-90 people per month. The resource center provides individuals with job development tools and support.

Other highlights in 2021 included the development of a new logo and a new website. [www.humboldtcommunityservices.com](http://www.humboldtcommunityservices.com) Our employment programs also had the opportunity to onboard a new career exploration tool using virtual reality. We spent part of 2021 training on this tool, and we are excited to use this more consistently with our job seekers, schools, and employers in 2022.

In closing, we would like to sincerely thank our team at HDCS. They have all worked tirelessly to meet the needs of our clients, residents, and the community through an incredibly challenging year. Special thanks to all of our donors and supporters. The work our organization does in the community could not be completed without their generous contributions.

Dana Zemluk – Board Chair  
Juanine Korte – Executive Director

## OUR VALUES

WE TREAT PEOPLE WITH RESPECT, FAIRNESS, AND COMPASSION

OUR PROGRAMS ARE

PERSON CENTERED, HOLISTIC, AND ACCOUNTABLE



**Our Team:**

- Juanine Korte – Executive Director
- Lisa Selinger – Office Manager
- Trudy Linka – Office Assistant
- Mara Doepker, RSW – Support Services Coordinator
- Niamh Menz – Supported Employment Coordinator
- Joanne Speers – Supported Employment Specialist
- Brittney Knaus – Supported Employment Specialist
- Nadine Sepke – Program Assistant
- Jamie Thiemann – Support Worker

**HILDA Home**

- Jennifer Norris – Manager
- Rose Arasa – DSP
- Maria David – DSP
- Mary An Legaspi – DSP
- Barb Norris – DSP
- Joyce Bestre – DSP
- Liv Sacla – DSP
- Princess Tulabut – DSP
- Donna Tulabut  
DSP and Activity Worker
- Arceli Mallari  
DSP and Activity Worker
- Nanette Ecker  
Activity Worker



DSP (Direct Support Professional)

# OUR PROGRAMS

## Employment Services

- Humboldt and Area Supported Employment Program
- Community Work Crew
- Valley Employment Program
- Enhanced Career Bridging Program
- Job Search Resource Center

## Support Services

- Community Inclusions Support Services
- Social Programs
- Summer Program

## Residential Services

- HILDA Home
- Community Based Day Program
- Supported Independent Living Program



## 2021 Highlights:

- Chamber of Commerce Community Merit Award
- Humboldt Sobeys/SARC It Pays to Be Inclusive Commercial
- \$2.00 till donation at Humboldt Co-op and C-Store
- Tim's for Good Day at HILDA Home
- Humboldt Co-op Fuel up day (\$2366.00)
- Drive Thru Hamburger Fundraiser/Bella Vista Inn
- FASD Awareness Day Mocktails
- Light it up for National Disability Employment Awareness Month (NDEAM)
- Disability Service Professionals Week
- Christmas Dance



# EMPLOYMENT Services

## Supported Employment

Supported Employment is a person-centered approach designed to support individuals with employment barriers to prepare for, obtain, and maintain competitive employment.

Through Ministry of Immigration and Career Training funding (**HASEP**) **Humboldt and Area Supported Employment Program** and (**VEP**) **Valley Employment Program** offers an extensive range of professional employment services to both individuals and employers.

**Objective:** To provide opportunities for competitive, paid employment in the community while seeking to eliminate barriers for people who are unemployed or underemployed.

## Highlights

- **85** job seekers were supported in 2021
- Over **2200** client contacts were reported in 2021
- Over **1500** employer contacts were reported in 2021
- **34** Jobs were secured, and **14** jobs were maintained in 2021 for a total of **48** positions.



**Humboldt and District Community Services**

helped me find a job that was a good fit. Through employment, I have gained independence and a feeling of self worth.

- Riley R.

saskatchewan.ca

SaskJobs

The Valley Employment Program had some significant changes this year. We moved locations from the Stobart Community School in Duck Lake to the Good Neighbor's Food Center in Rosthern. The move has had a positive impact on the delivery of services in the Rosthern region.

**NDEAM** National Disability Employment Awareness Month (NDEAM) is an annual campaign that takes place every October promoting disability inclusion.

Light It Up! For NDEAM™ took place on October 21<sup>st</sup> and recognizes how people who have a disability contribute to businesses and their communities, helping companies be successful and competitive. This year we celebrated on this day by visiting employers and delivering blue and purple donuts.



## Virtual Reality Career Exploration

Humboldt and District Community Services are offering job seekers the opportunity to experience career exploration with virtual reality.

CareerLabsVR, is a career decision making system that gives job seekers an opportunity to explore, learn, and discover a variety of career options through the immersive power of virtual reality.

VR is the use of computer and hardware technology to experience a simulated environment. Instead of viewing a computer screen, users are immersed and able to interact in a 3D environment.

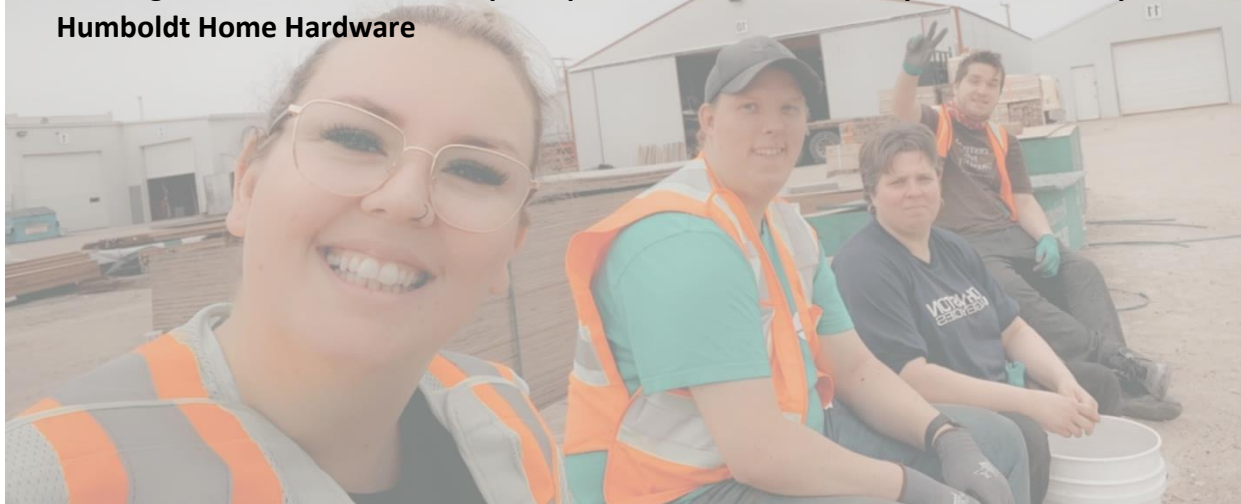
Staff spent time training and getting comfortable with this new career tool in 2021. We look forward to offering this as an option for career exploration with our job seekers in 2022.

## Community Work Crew

The Community Work Crew model is a customized work approach to provide different opportunities and alternative choices for job seekers to be able to work in competitive community employment with supports.

## Highlights

- **7 Contracts/116 total visits/217.5 hours**
- **7 work crew members/profit of \$2752.00**
- **Contracts included janitorial, window washing, yard maintenance, litter pick up**
- **Our largest contracts were litter pick up at the Quill Center and yard/site cleanup at the Humboldt Home Hardware**



Humboldt and District Community Services is pleased to announce that we will soon be offering job seekers the opportunity to experience **CAREER EXPLORATION WITH VIRTUAL REALITY!**

CareerLabsVR, is a career decision making system that gives job seekers an opportunity to explore, learn, and discover a variety of career options through the immersive power of virtual reality.

VR is the use of computer and hardware technology to experience a simulated environment. Instead of viewing a computer screen, users are immersed and able to interact in a 3D environment.

Career experiences include:

- HVAC Technician
- Robotics Technician
- Welder
- Heavy Equipment Operator
- Mining Engineer
- Process Engineer
- Pipefitter
- Mining Machine Operator
- Robotic Welder Operator
- Residential Electrician
- 2022 simulations will include career experiences in Carpentry, Plumbing, Millwright, Mechanics, and positions in the agriculture sector.



For more information, please contact our employment services team at 306-682-1455.



## Enhanced Career Bridging Program

Our Enhanced Career Bridging Programs for 2021 were smaller in size due to the restrictions we were presented with by the pandemic. The first session started in March and ended in June. The second session started in September and ended in December. The ECBP provides individuals who are unemployed or underemployed better access to the work force by providing 6 weeks of class including certifications in FA/CPR, Food Safe, WHMIS, and Service Best. The remaining 6 weeks involves a work experience. In total HDCS has delivered six sessions over 3 years.



Over the 3 years we provided services and delivered instruction to 44 individuals. 4 of those individuals did not complete the program. Out of the 40 who completed:

- 28 or 70% are currently employed
- 3 or 8% went on to further education/training
- 9 or 22% moved on from services

## Job Search Resource Center

The Ministry of Immigration and Career Training continues to partner with our organization to ensure that all individuals have access to the tools and resources they require to meet their job development and job search needs.



We had approximately 865 users in 2021 (on average 72 users per month). In the later part of 2021, we observed that the resource center was starting to return to pre-pandemic numbers where we are serving 80-90 individuals per month. We attribute this to the labour shortage that our region is experiencing and the opening up of our economy that took place this past summer. Individuals accessed the resource center for a variety of reasons:

- Job search inquiries
- Resume support/faxing/printing
- Computer/email/in office support
- Referrals

# SUPPORT Services

## Community Inclusion Support Services

Our support services program, funded by the Ministry of Social Services (Community Living Service Delivery) provided the coordination of support services and comprehensive case management for 84 clients and/or their caregivers in 2021. Of these 84 clients 21 are new to HDCS.

### Highlights

- 84 active clients
- 21 new clients/families
- 21 mentor/respite meetings
- 18 caregivers supported.
- 25 individual CDS funding applications supported.
- 19 Summer Program participants and families supported.
- 1338+ hours of summer respite provided.
- 291 counselling sessions
- 70+ program/team meetings

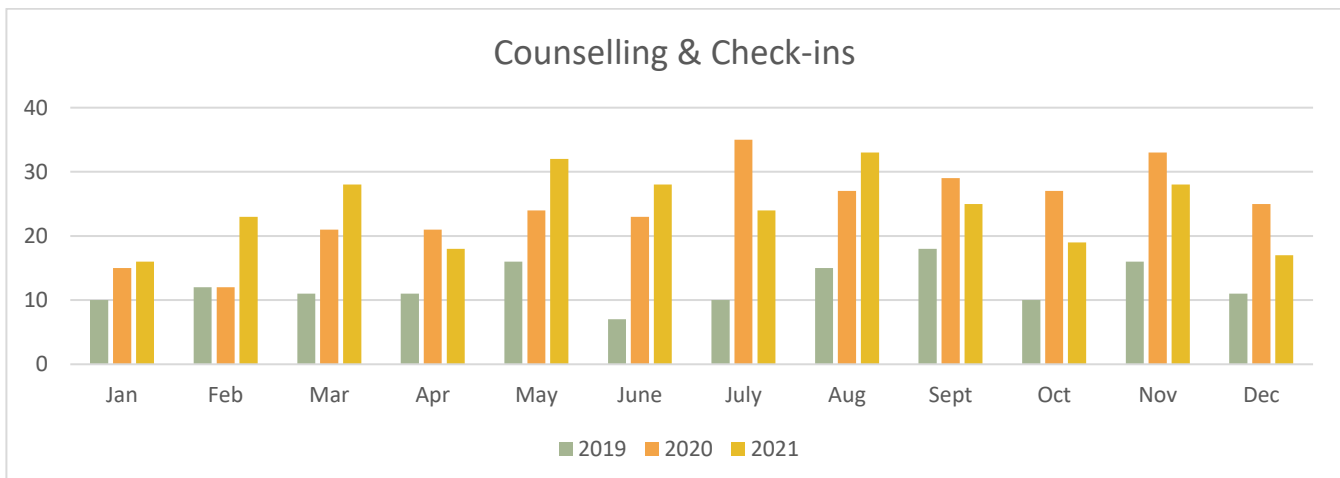


### Navigating Systems – collaborated with the following agencies in 2021 to support clients: (31 agencies)

Alvin Buckwold (ABCDP)	Humboldt Collegiate Institute	Ranch Ehrlo
Advocate for Children & Youth	Humboldt Museum	RCMP
Autism Services	Humboldt Public School	READ
Carlton Trail College	Humboldt Speech & Language	St. Augustine School
Cognitive Disability Strategy	Inclusion SK	SAID Program
Community Living Service Delivery	Kinette Christmas Cheer	SK Rental Housing Supplement
Connect Therapy - OT	Learning Disability Association	Special O Humboldt
Eagles Nest	Mental Health & Addictions (Residential Homes, Community Mental Health Nurse)	Victim Services
Futuristic Industries		Wadena Primary Health
HelpOne	Partners Family Services	Wild at Heart OT
Homecare	Psychiatry	

### Counselling - (formal & informal) – 291 meetings (175 formal counselling, 116 check-in visits)

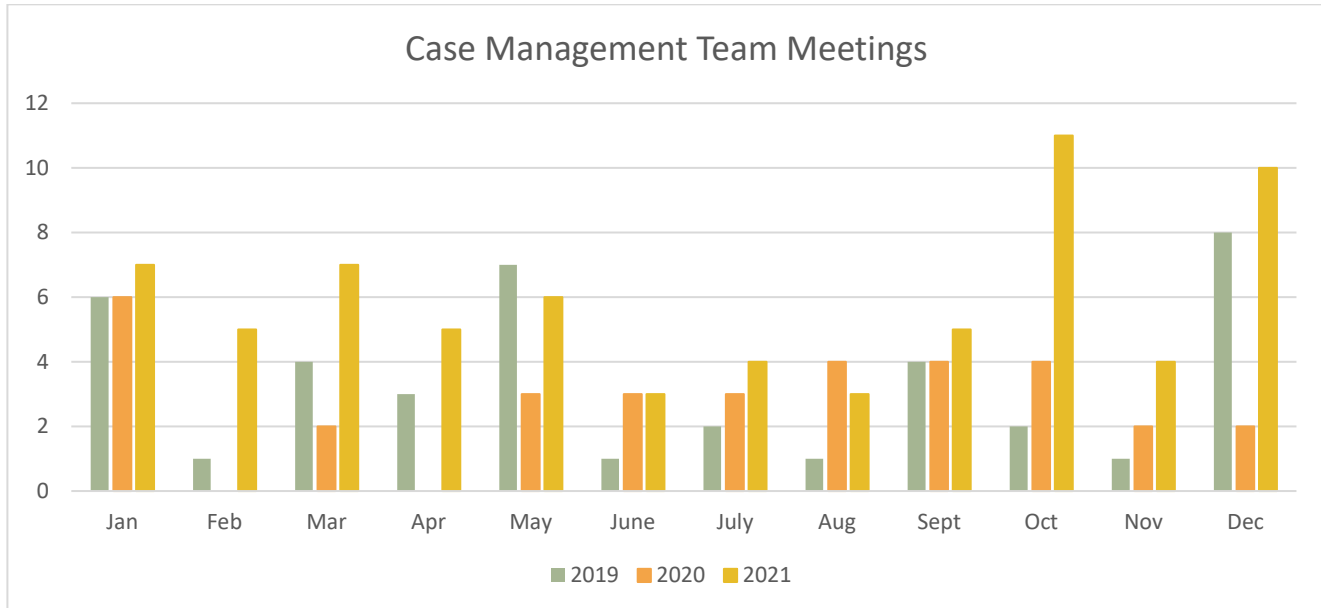
- 2021 stayed consistent to 2020 in one-on-one conversations, counselling, check ins with clients and their family to help manage mental health, loneliness, self-care, etc. during the pandemic.



## Team Meetings

- Significant increase in 2021 in the number of meetings to navigate services - often done virtually or by phone

Medical	4	PCP (Person Centered Planning)	4
SILP (Supported Independent Living Program – Including PCP)	7	Transition (Joint with Supported Employment)	4
CDS (Cognitive Disability Strategy)	26	Other Case Management (Autism Services, CLSD, SAID, etc.)	25



## Cognitive disability strategy (CDS): 25

- 17 current applications in various stages of renewals or amendments
- 1 new application pending
- 2 claims denied, 7 closed

## Mentorship/Respite:

- 21 meetings, 18 clients, 16 caregivers
- Recruitment, matching, monitoring funds/expenses, supporting caregivers
- 18 clients requesting caregivers (some with multiple caregivers)
  - 15 clients funded thru CDS
  - 3 clients with other funding (i.e., family services, private)
- 8 current mentors, 6 open mentorship positions
- 8 current respite providers, 1 open respite position



## Other Programming:

- Teen Group with Autism Services– 4 regular attendees (Virtual weekly meetings from January to May)
- Boys Teen Group with Autism Services - 5 regular attendees (Virtual weekly meetings from May to August)
- WRAP - 6 female attendees (Face-to-face weekly meetings from July to November)
- Tell It Like It Is - 3 male attendees (Face-to-face weekly meetings from February to May)
- Friendship Club - adult drop-in programming (Face-to-face weekly meetings began in November)
- Adult Social Club – group met 12 times. (Activities included bingo, swimming, bowling, movie night, etc.)
- Youth Social Club – group met 5 times. (Activities included bingo, bowling, and games night.)



## Summer Program

Our 21<sup>st</sup> annual summer program took place this past July and August. The summer program once again looked slightly different this year due to the COVID-19 Pandemic. However, we were incredibly grateful that we could go ahead and offer this much needed program to the participants and their families. The purpose of this program is to provide participants with activities during the summer while at the same time providing respite for their caregivers. We provided a total of 1338 respite hours to 19 participants and their families.

### Highlights

- provided **1,338** hours of respite to **19** campers and their families
- Camp scheduled **30** hours per week, **6-hour** days, for **8** weeks
- Maximum of 6-7 campers attending each day
- Age range 6-18
- 3 more male campers than female campers
- **3** new campers to the program, **1** return
- **4** full-time staff (includes 1 coordinator) and **3** casual volunteers



# RESIDENTIAL Services

## HILDA Home Highlights

Hilda Home was established in 2010 and provides residential support in a group home setting for 4 individuals. Our home provides person centered, safe, and respectful supports to our residents. Services are provided in a family like setting and offers supervision, personal care, and quality of life elements. HDCS currently employs 6 full time, 3 part time, and 3 casual team members to operate the home.



Again this year the pandemic has required us to develop and amend policies and procedures such as vaccination policies, masking policies, etc. Different phases of family visits with the home took place throughout 2021 and depended on advice as provided by the Saskatchewan Health Authority and the Ministry of Social Services/Community Living Service Delivery.



HDCS implemented the Test to Protect Program in September of 2021. Staff began to use rapid testing as a screening tool at that time. All group home staff were provided with rapid test training and home test kits. We also had our Home Manager attend PPE Train the Trainer and she trained all HDCS staff on proper PPE use. COVID – 19 Vaccination clinics were held at HILDA Home for dose 1 (April 19<sup>th</sup>) and dose 2 (June 21<sup>st</sup>).

## Community Based Day Program

Our Community Based Day Program gives us the ability to provide person centered and quality of life supports throughout the day to our residents in our home. Our 3 activity workers deliver a daily program suited to the needs of each resident. The services provided are individualized life enrichment activities such as Physical Therapy, Occupational Therapy, reading, art, and music programs, Snoezelen Therapy, etc.

## Supported Independent Living Program

Our Supported Independent Living Program provides support for individuals to live independently in the community. Our role is to provide supports as determined by their person-centered plan.

Services include assisting individuals:

- With meal planning and/or preparation of meals;
- With cleaning and managing a home;
- To make effective use of leisure time;
- In utilizing community resources;
- With budgeting, shopping, and managing money;
- In establishing a support network within the community.



## FINANCIAL Overview

Operating and program expenses are funded largely from grants and advances received from the Government of Saskatchewan: Ministry of Immigration and Career Training/Career Services and the Ministry of Social Services/Community Living Service Delivery. Please find attached our Financial Statements for the fiscal year ended October 31st, 2021.



Major Program Supporters Include:



*Donations also provided by:*

*Hergott Electric – Jansen Kinettes – Spotlight Sound – Dan and  
Nha Tran – Misty Gardens – Kemway Lanes – Humboldt Sobeys –  
Brenda Legare – Inclusion SK (Humboldt Branch) – Humboldt  
Museum and Gallery – Fritolay*

## *FINANCIAL Statement of Operations*

HDCS's operations include a variety of programs and services in support of the organization's mission

### STATEMENT OF OPERATIONS YEAR ENDED OCTOBER 31, 2020

	2021	2020
<b>REVENUES</b>		
Grants	\$928,808	\$901,908
COVID Relief	\$21,221	\$0
Other Revenue	\$17,731	\$20,538
Donations	\$7,310	\$11,656
Service Canada Rent	\$6930	\$7560
Fundraising	\$0	\$89
<b>Total</b>	<b>\$982,000</b>	<b>\$940,941</b>
<b>EXPENSES</b>		
Salaries and Wages	\$765,885	\$751,025
Rent	\$25,279	\$27,150
Covid-19 Relief	\$20,967	\$0
Food and Supplies	\$20,775	\$22,666
Training	\$16,159	\$6741
Amortization	\$15,796	\$17,021
Program Supplies	\$14,132	\$11,859
Government Repayment	\$12,438	\$0
Participant Allowance	\$11,334	\$22,387
Telephone	\$9,469	\$8,210
Travel	\$9,034	7,709
Office Supplies	\$8,131	\$9,990
Utilities	\$7,658	\$7,475
Service Canada Rent	\$5,340	\$7,200
Long Term Debt Interest	\$5,278	\$6,010
Insurance	\$4,308	\$4,399
Repairs and Maintenance	\$4,084	\$5,010
Professional Fees	\$3,566	\$3,181
Advertising	\$1,532	\$1,593
Memberships	\$910	\$910
Bank Service Charges	\$360	\$360
<b>Total</b>	<b>\$962,435</b>	<b>\$920,896</b>
<b>Excess (deficiency) of revenue over expenses</b>	<b>\$19,565</b>	<b>\$20,045</b>