



## Top employer 14 years in a row

Ranch Ehrlo Society is being recognized as a top place to work in the province. We have been awarded the distinction of Saskatchewan's Top Employer for the 14th consecutive year, celebrating the diverse and fulfilling opportunities and incredible rewards available to employees.

"We are incredibly proud to be recognized as one of the top employers in Saskatchewan," said Natalie Huber, CEO. "Ranch Ehrlo takes great pride in fostering a work environment that empowers our employees to succeed and thrive. We are committed to nurturing growth, maintaining a positive work-life balance, and expressing our genuine appreciation for our staff."

Ranch Ehrlo offers a Total Rewards package that sets the agency apart

from other organizations and emphasizes the unique advantages of working at the Ranch and demonstrates the agency's dedication to supporting the well-being of its employees.

## Ranch Ehrlo launches a new strategic plan

In January we unveiled our updated strategic plan, developed collaboratively with our staff and senior leadership, and feedback from our referring agencies and our board of directors over the past months.



## OUR VISION

We envision a future where all individuals and families achieve their full potential.

## OUR MISSION

To provide quality preventative and restorative services to, and advocacy for, individuals and families through highly engaged and professional employees.

## WE VALUE

- Service excellence
- Integrity, inclusion, mutual respect, and trust
- Employees and teamwork
- Empowerment and accountability
- Open and consistent communications

### PE

### PROGRAM EXCELLENCE



Develop and operate specialized, comprehensive, and sustainable programs/services to accommodate current and emerging needs.

#### Objectives:

- Deliver innovative and evidenced-based assessment approaches and treatment interventions
- Ensure alignment and responsiveness of programs to the needs of individuals and families
- Embed Indigenous cultures and traditions in programming

### QW

### QUALITY WORKFORCE



Employ a skilled, trained, collaborative, inclusive, and engaged workforce to deliver programs/services.

#### Objectives:

- Attract and retain a strong and qualified workforce
- Empower all staff to continuously learn and improve
- Prioritize workplace health and safety

### EG

### EFFECTIVE/EFFICIENT GOVERNANCE



Effective/efficient governance and working environments ensure highly effective and efficient governance and oversight for the delivery of programs and services.

#### Objectives:

- Improve data collection and reporting to ensure evidence-based decision making
- Maintain financial sustainability
- Leverage technology to enhance operational efficiency
- Strengthen policies and procedures

### SSR

### STRONG STAKEHOLDER RELATIONS



Build, maintain, and enhance strong external stakeholder relationships to advance our mission.

#### Objectives:

- Raise awareness and recognition of Ranch Ehrlo's mission
- Increase and expand funding sources
- Strengthen reciprocal relationships with stakeholders
- Be a respected and influential voice for individuals and families

## What's new?

Our core themes—program excellence, quality workforce, effective governance, and strong stakeholder relationships—remain central, with updates to our vision, mission, values, and objectives to emphasize innovation, growth, and healthy relationships.

“This new plan is elevated ensuring people across the agency see themselves represented in our strategy,” said Natalie Huber, CEO of Ranch Ehrlo. “While we acknowledge we can’t be everything to everyone, we are deeply committed to innovation and adaptability. This plan defines our path for growth, strengthens our relationships, and solidifies our partnerships to better serve our communities.”

This plan is our roadmap for the next five years, guiding us toward a future where Ranch Ehrlo continues to lead in providing transformative care and building stronger, healthier communities. The full strategic plan is available at [ehrlo.com](http://ehrlo.com)

## Deepening connections

Youth and staff from Ranch Ehrlo have built a growing relationship with Piapot First Nation, enriching the cultural identity of Indigenous participants through traditional practices.

Since May 2023, more than 10 group living programs from Regina and Pilot Butte have taken part in sweat ceremonies at Piapot. Interest continues to grow, with more programs and participants joining in.

“This has grown in a way we never expected,” said Damon Wiegl, caseworker at Wilson House. Wiegl’s work on an Indigenous assessment tool during his master’s program laid the foundation for these opportunities, including connecting with Jamie Lerat, Indigenous advisor, and engaging elders in planning the ceremonies.



The impact has been profound. Starting with monthly sweats, the agency is now doubling its visits to twice a month due to high demand. This year evening sweats have been introduced and will provide participants and staff with a chance to unwind and reflect after school or work.

“The sweats are therapeutic and help participants connect their therapy to their identity,” Wiegl explained. “Building these connections and traditions is not just important—it’s necessary for their development.”

This ongoing partnership highlights the importance of fostering meaningful cultural opportunities for Indigenous youth, strengthening their ties to community and heritage.

## Ukeru’s impact at Ranch Ehrlo one year in

One year ago, Ranch Ehrlo introduced Ukeru, a crisis management approach designed to prioritize comfort and safety over control. This innovative tool complements the agency’s existing CARE principles and Therapeutic Crisis Intervention (TCI) techniques, enhancing the overall approach to trauma-informed care. As we reflect on the first year of Ukeru’s implementation, the results show meaningful progress and valuable lessons learned.

Vance Heaney, clinical director and Ukeru steering committee member stated, “The synergy between CARE, TCI, and Ukeru is remarkable. Together, they reinforce the trauma-informed lens through which we approach every interaction.”

Despite being used only for a short time, Ukeru has led to a significant positive impact in promoting safety for both staff and participants. Through our data and staff feedback, we know that many are now viewing Ukeru as an essential tool for improving safety and reducing harm.

Ukeru’s integration has not been without challenges, particularly in retraining long-serving staff, but continued training and practice are helping teams adjust to and embrace the approach.

The positive impact of Ukeru is evident, and as we move forward, Ranch Ehrlo will continue to embrace and emphasize Ukeru as an instinctive approach to the agency’s culture of safety and care.

## Teacher presented Métis Educator Award

Scarlet Dawson, a Ranch Ehrlo teacher at Prince Albert’s Queen Mary Public School, was honoured with the Métis Educator Award by Métis Nation Saskatchewan Western Region II (WR2) on Jan. 17th.



Dawson was surprised and honoured by the recognition for her contributions to education.

“I never expected this because our Ranch classroom is quite small compared to others in the community,” she said. “There are so many Métis educators in Prince Albert, so being nominated by a respected colleague is really heartwarming.”

Dawson’s teaching career began at the Saskatchewan Penitentiary before moving to Calgary, where she taught for five years. In 2006, she returned to Saskatchewan and joined Ranch Ehrlo, where she now teaches students aged 9 to 14 in a Ranch-operated classroom at Queen Mary School.

## Programs collab so children can thrive

Fraser House in Prince Albert is partnering with Ehrlo Early Learning Centre (EELC) to create a more child-centred approach for infants and young children in emergency care.

“The kids are always learning, changing, and growing and we need to do the same,” said Nicole Connolly, program manager at Fraser.

Fraser House is an emergency receiving program providing 24/7 care for infants and children up to 11 years old. While the Ministry of Social Services sets a 90-day stay limit, Connolly noted that children often stay longer to minimize placement disruptions and stress.

Connolly became Fraser House manager

in October 2024. With 15 years in youth care, she recognized that caring for younger children (ages two to six) required a different approach. She reached out to Karin Duff, director of Ranch Ehrlo's EELC, for guidance. In October, Duff and operations manager Tamsen Tomkinson visited Fraser House, assessed the space, and recommended new strategies. They later returned and were impressed by the progress.

"I hope this collaboration brings more ideas of what we can do better, and what we can do differently. It doesn't mean we are changing the amount we care, but how we care," stated Connolly.

## Thank you to our sponsors and donors

Thank you to all of our donors and sponsors who helped Ranch Ehrlo in the past several months:

- Prairie Gun Traders - \$250 for family Christmas donations
- McKarr's Furniture & Mattress Shop-\$1,000 for family Christmas donations
- The Medicine Shoppe - \$500 for family Christmas donations
- South Sask Community Foundation-Kevin Tell Legacy Fund - \$7,354.73 OHL
- Anonymous - \$2,500 Christmas donation for Fraser House
- Kim Oberthier- RE/MAX Crown Real Estate - \$200
- Jack DeMarsh - \$50 Ehrlo Sport Venture (ESV)
- Lynn Pawelko - \$50 Music therapy
- Lynn Pawelko- \$50 ESV
- Louise Greenberg- \$50 ESV
- Marilyn Pollock - \$100 Family Treatment Program
- Tim Hortons Holiday Smile Cookie - \$42,397 ESV
- House parent bake sale- \$1,296.80
- Ecole White City School - \$500 ESV
- KLM Ventures - \$5,000 Ranch Ehrlo donation

## Counselling feast



Ehrlo Counselling Services celebrated its fourth and final feast in January, in honour of its naming ceremony. In 2021, it was bestowed the Indigenous spirit name, Thundering Buffalo Lodge. This traditional naming is part of Ranch Ehrlo's ongoing commitment to truth and reconciliation.

## Exploring culture



Ranch Ehrlo encourages staff to share their cultures with participants to build connections. Since joining the Ranch in 2023, Joy Ogamune has introduced youth in Prince Albert and Buckland to Nigerian traditions through food, stories, and activities, fostering understanding and new experiences.

## Helping youth succeed



Staff at the Corman Park campus unlocked the potential of two youth by introducing a makeup course tailored to their interests, with sessions led by professional artist Holly Decker. The program not only inspired the girls to engage with school but also empowered them to express themselves through art, showcasing the transformative impact of creativity in their lives.

## Culture and Connections



Ranch Ehrlo's new "Culture and Connections" program offers Supported Living Participants monthly opportunities to explore and celebrate diverse traditions for young adults with differing abilities. The first session featured Indigenous storytelling by Damian Schultz.

## Fill the fridge



Ranch Ehrlo's Youth Representative Council launched its first Fill the Fridge competition, collecting 300 pounds of food for the Regina Community Fridge to support local families in need. The initiative not only made a meaningful impact on the community but also taught youth the value of being responsible global citizens.