



## Celebrating 15 years as one of Saskatchewan's Top Employers

For 15 years, we've had the honour of being named one of the best – a Top Employer in our province. This distinction is more than a recognition, it's a reflection of what makes Ranch Ehrlo Society a rewarding place to work. This honour recognizes the impact we make every day and reflects our organization's long-standing commitment to innovation, and our ability to evolve, grow, and lead for nearly six decades.

“Ranch Ehrlo has become the agency it is today because of the incredible people who make up our team. Their dedication, compassion, and innovative spirit have transformed lives and built a workplace culture rooted in care and respect,” said Natalie Huber, CEO. “As we approach our 60th anniversary, we celebrate not only our history, but the heart behind it – our employees, whose ideas and commitment continue to shape our legacy and make a difference every day.”

Nick Hadjistavropoulos joined the agency as a direct care staff member and has since grown his career into a support services role within Ranch Ehrlo's

quality improvement sector. Throughout his time at the agency, he has found his work deeply fulfilling and has seen firsthand how long-term, meaningful careers are built at the Ranch.

“Within a couple of shifts, I was sold on developing a career with Ranch Ehrlo. Not only was I passionate about the opportunity to work with a team to support and mentor young people and adults through activities of daily living, but I saw a pathway for personal and professional growth and development,” shared Hadjistavropoulos.

This monumental Top Employer milestone is a powerful testament to the culture of care we've built for both our participants – and our staff.

Youth signing her artwork in the 21st Art from the Heart Calendar unveiling



# Reflecting on Ranch Ehrlo's commitment to the TRC 94 Calls to Action



Family Treatment Program staff took part in a blanket exercise, deepening their cultural understanding

The 10th anniversary of the Truth and Reconciliation Commission of Canada's Final Report has prompted reflection across the country on progress made and renewed commitments to the 94 Calls to Action.

At this milestone, Ranch Ehrlo reflects on the engagement, education, and actions underway to support reconciliation and a healing, inclusive future.

“Ranch Ehrlo embraced the Calls to Action when they were released in 2015, and that commitment continues to grow,” said Jamie Lerat, Indigenous advisor. “They have guided our approach to Indigenous engagement, education and cultural activities, including the Indigenous Engagement Guide released in 2025.”

The Indigenous Engagement Guide provides a framework for intentional education and engagement across participants, staff, communities and relationships, advancing reconciliation in meaningful ways.

The examples below highlight a snapshot of this work. While not every initiative aligns with a specific Call, all support reconciliation and cultural competency.

**Calls to Action 1 & 3:** Jordan's Principle

supports ensure timely, culturally appropriate services for Indigenous children and families.

**Call to Action 2:** Public reporting on children in care increases transparency and accountability.

**Calls to Action 4 & 5:** Family programs strengthen parenting capacity and support reunification through culturally inclusive approaches.

**Call to Action 10:** Culturally appropriate services honour Indigenous ways of knowing and address intergenerational trauma.

**Call to Action 12:** Ehrlo Early Learning explored Māori early learning approaches in New Zealand to inform culturally grounded curriculum.

**Call to Action 13:** Ehrlo Counselling Services received the Cree spirit name Thundering Buffalo Lodge, supporting Indigenous language visibility.

**Call to Action 14:** Group Living Treatment Services (GLTS) is implementing tools to strengthen language identity and connection to home Nation language.

**Calls to Action 19 & 89:** Ehrlo Sport Venture removes barriers through free leagues and an equipment lending library.

**Call to Action 38:** Cultural programming strengthens identity and resilience to support positive youth outcomes.

**Calls to Action 57 & 91:** Staff and participants engage in Indigenous ceremonies and cultural gatherings.

**Calls to Action 62, 63 & 92:** Mandatory Four Seasons of Reconciliation training builds knowledge and awareness across the organization.

**Call to Action 66:** GLTS is developing tools to strengthen youth voice, leadership and self-determination.

Responding to the Calls to Action is ongoing work, and this commitment continues to guide Ranch Ehrlo's actions.

## Among Ranch Ehrlo's first female staff

In the early years of Ranch Ehrlo, when its future was still being written one person and one program at a time, Sharon Richardson was someone willing to help pave the path forward, becoming one of the agency's first female youth care workers.

Ranch Ehrlo's story began in 1966 with a single home for six boys with complex needs on the Ehrle homestead in Pilot Butte. In those early years, the program was supported by founder Dr. Geoff Pawson and a small group of male

staff. That landscape began to shift in 1973, when Richardson joined the agency, marking an important moment of change in Ranch Ehrlo's evolving workforce. At the time, Ranch Ehrlo Society was still very much in its infancy. Richardson worked alongside early leaders whose names remain deeply woven into the organization's history, including Bob Ryan and Jim Ennis.

"It was a really good time," Richardson recalled from her home in High River. "It was a great learning experience for me."



Cabin at Chitek Lake

Richardson began her journey with the Ranch as a summer student while completing her degree at the University of Regina. Like several of her peers, she was drawn to the work and the sense of purpose Ranch Ehrlo offered. That interest led

her north to Chitek Lake, where she and a small group of students spent a summer building the cabin that would later support youth camping programs. She recalled the experience fondly, describing days filled with learning and laughter.

Following her summer at Chitek and graduation in the spring of 1973, Richardson applied to become one of the first women youth care workers at Ranch Ehrlo. She joined the team, first working at Old Mitchell House, and later at programs in Regina's northwest and on Froom Crescent.

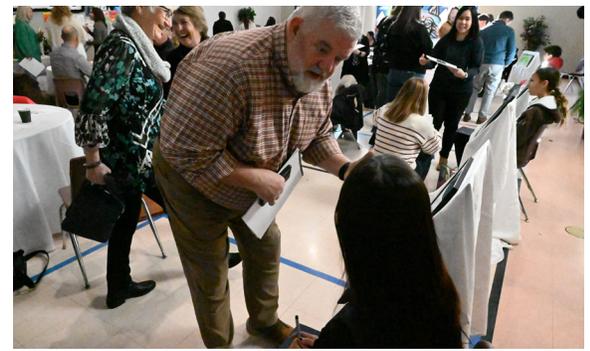
Throughout her years at the Ranch, Richardson said she always felt supported, and it was a job that never felt like work. She built meaningful, genuine relationships with both her colleagues and the children – so much so that she invited one youth to be part of her wedding party.

Looking back, she said it was those relationships that defined the most rewarding and enjoyable part of the job, along with seeing youth turn their lives around and experience a childhood that felt as "normal" as possible.

"I'm most proud of the fact that so many of the boys we helped during the time I was there went on to be successful in their own lives," she said.

Now retired, Richardson continues to follow Ranch Ehrlo's journey, watching its growth and evolution from afar. What resonates with her most is the agency's ability to remain strong and true to its mission, maintaining a strong commitment to helping youth, families, and communities heal.

Like the Ranch's own history, Richardson's story is a reminder that growth is possible when individuals are willing to lead with heart, resilience, and dedication.



## Youth celebrated at Art from the Heart

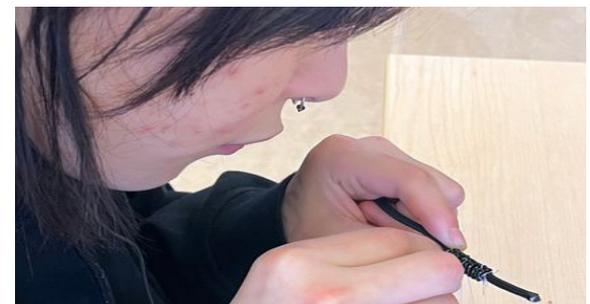
In January, the Schaller Education Centre was transformed into a gallery of inspiration as the 21st annual Art from the Heart calendar reception celebrated the bravery and creativity of 19 talented young artists.

The room buzzed with excitement as the youth signed autographs, shared the stories behind their art, and connected with an audience of peers, staff, and supporters who came to honour their achievements.

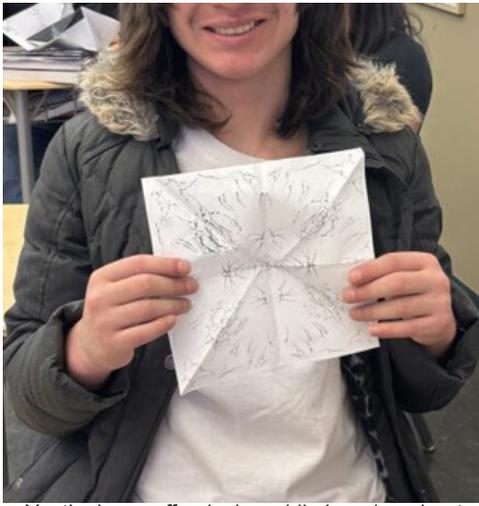
This year, we had over 120 entries from students across the province. For many of the youth, who may have felt unseen or unheard in the past, the reception was a reminder that they are part of a supportive, caring community. It was an opportunity for them to feel pride not only in their art, but in who they are.

"As we prepare to celebrate 60 years, it's meaningful to be here at an event that reflects our values so well. Art from the Heart is now in its 21st year, giving young people an opportunity to express themselves, to be seen, and to be celebrated," said Hayley, principal at Schaller school.

## Cultural education



Youth beading



Participants and education staff at Ellen Gunn Education Centre are actively bringing Indigenous culture into daily learning through hands-on cultural activities that reflect Ranch Ehrlo's Indigenous Engagement Guide.

In January, students took part in a birch bark biting activity led by Garth Harrison and a beading workshop, where participants carefully worked with an instructor to create beaded lanyards.

Students remained focused throughout the activities, showing patience and creativity as they learned a new skill connected to Indigenous art and cultural expression.

Youth shows off a design while learning about birch bark biting

"The engagement was really high," said Nathan Loomes, teacher at Ellen Gunn Education Centre.

Additional cultural learning opportunities followed including a visit to the Remai Modern. Students also had an opportunity to learn about hides through a workshop at White Buffalo Lodge.

## 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:

- Jumpstart, OHL Grant - \$16,716
- SGI Canada, Bike Helmet Grant - \$500
- Henderson Insurance Inc., FTP - \$1000
- KPMG - \$15,000 - ESV

## New family video



Ranch Ehrlo's family programs are transforming lives in ways that are difficult to understand unless you've been part of the journey, which is why we're sharing our story to help others better understand. We invite you to watch our new video on [ehrl.com](http://ehrl.com) or on our YouTube channel.

## Southern Winterfest



This February, youth and staff took part in Southern Winterfest, featuring new events like the Wednesday Night Ice Jam and Indigenous stick games, and wrapping up with the fifth annual Ice Fishing Tournament at Pasqua Lake.

## EELC on the radio



Children from Ranch Ehrlo's EELC Gladys McDonald location explore experiential learning during a visit to Regina's Rawlco Radio station.

## New executive director



Our Group Living Treatment Services team hit the road to welcome Ranch Ehrlo's new Executive Director of Education, Brent Bachiu, to the northern campuses. Left to right: Mitch Tremblay, Brent Bachiu, Barclay Batiuk, and Pam Dmytriv.

## Book release



We're proud to celebrate a special milestone for Ranch Ehrlo's very own Vance Heaney, who has released his first published book. *Has it been 24 hours yet?* is a personal memoir reflecting on nearly three decades spent in rinks across the province — as a coach, parent, association president, and dedicated volunteer in the minor hockey world.