



developmentally focused

family involved

relationship based

trauma informed

competence centred

ecologically oriented

Ten years at the top!

At Ranch Ehrlo, we truly know what it's like to score 10 out of 10! For the tenth consecutive year, we've been recognized as one of Saskatchewan's top employers.

Faced with challenges from the COVID-19 pandemic, our staff came together amazingly by staying apart.

From virtual gatherings and programming to safely distanced Santa parades and winter camping, their 'thinking outside the box' made memorable experiences for our children, youth, adults, and families.

Here are some of the reasons why we were picked as one of the best:

- We help employees prepare for the future with retirement planning assistance and a defined contribution plan.
- Staff get three weeks of vacation to start, and they can get up to six

weeks of vacation over the course of their careers. Plus, the paid personal days off help balance their day-to-day responsibilities.

- We've got awesome family-friendly benefits, including maternity/parental/adoption leave and salary top-up.

Winter camping success at Heritage Lake

With a little collaboration, youth at Jewison House were able to experience winter camping in a safe way up north at Heritage Lake.

The trip was welcomed by the youth and staff given camping this past summer was



Winter camping

cancelled.

“It really has been hard for everyone the last nine months, so giving our youth something to look forward to and make the best of the situation we are in was our goal,” Brandon Radmacher, a youth care leader at Jewison, said.

“When our youth are able to experience camping in general, they grow so much. You can really see it in the moment and even when you are not at camp afterward, both adults and kids.”

The trip was made possible with the help of Matheson House in Prince Albert. Staff and youth helped set up the camp prior to the arrival of the Jewison group from the Pilot Butte campus.

“What I enjoyed most about the trip was fishing and sledding. I had fun. It was really nice to get outside because we couldn't this summer. I really enjoyed doing everything on the trip.”

-Ranch youth

Staff and youth followed COVID-19 protocols during the trip, which made the trip safe and didn't take away from all the fun.

The youth certainly enjoyed the trip – not many people can say they've been camping in January!

“My favourite part was ice fishing with one of the caregivers,” said one youth.

Another added, “What I enjoyed most about the trip was fishing and sledding. I had fun. It was really nice to get outside because we

couldn't this summer. I really enjoyed doing everything on the trip.”

The youth also enjoyed experiencing nature and taking in the moment.

“How often do you see beautiful views and night skies like that?” said one youth. “It was really nice to get out.”

Radmacher said trips like these are important because they strengthen relationships, and help youth build new memories, learn new skills, and provide them with something to look forward to.

“Our youth won't forget those successes and it gives them the confidence to strive for more success,” he said. “Being together and doing everything together made it memorable and it really strengthens the relationships even more.”

Virtual connections boost TFC programming

Even though the COVID-19 pandemic has caused some challenges, it's also opened a window of opportunity for Ranch Ehrlo's Treatment Foster Care (TFC) programs.

The programs have expanded virtually, meaning more families and youth can better connect and gain important knowledge to improve services.

For Dianna Stang, the manager of Treatment Foster Care in Corman Park, the video chats have allowed her to become more connected with the team and help the northern foster parents get to know some of the more experienced foster parents in the south.

“The plan is to open up some upcoming training opportunities to all of our foster parents, which will be helpful for their professional development and will also be more cost-effective to the agency,” Stang said. “Some upcoming training include cultural group, executive functioning, and child development.”

Cultural program

Foster parents Heather Whitequill and Quincy Dustyhorn hosted the first cultural program virtually with families, teaching them about the medicine wheel and how kids can keep balance in their lives.

Whitequill said the virtual meetings allowed them to reach more families. It is extremely important Indigenous children know and be proud of their culture and where they come from.

“When you're a child in care, the numbers are highly Indigenous and they are typically put in non-First Nations homes,” Whitequill explained. “For non-First Nations people, they often look where they can access supports, so we thought this program would help with that.”

Whitequill said she grew up in care and didn't have a good sense of self because those supports weren't there at the time.

"We're here to help the other parents instill that sense of self and identity for the youth," she said. "It's important they access that when they're young and in healthy ways."

Winter escape through art



Although participants can't get together to create art this winter, staff with our art-based services are making it easy for individuals to express and grow. Through online video conferencing, they have been running various art classes that help individuals stay engaged and get through the long winter.

"Even though we are isolating this winter, the arts give participants the opportunity for exploration, expression, and growth," Leslie Charlton, a recreation worker with the program, said. "Additionally, mindfulness, expression, holistic wellness, and the opportunity for movement are all benefits of our yoga and drama classes."

With video conferencing, instructors are able to deliver sessions from the studio or from their home. Groups register through an online form and are sent a link to take part in the weekly sessions. They can learn from wherever they are.

"One up-side of this new virtual delivery of programming is that we can now deliver arts and wellness programming outside of the Regina area," Charlton said.

"The atmosphere of classes is somewhat different from in-studio classes because home art classes have household distractions that a dedicated studio space doesn't have," Charlton said. "However, our participants are doing a wonderful job of staying focused and putting in amazing and creative effort."

The kindness project

A new year is a time for reflection so it's a great opportunity to spread some kindness. After coming through 2020 and into 2021 with the uncertainty the pandemic continues to bring, Rever House in Pilot Butte decided to focus on a kindness project to bring the house together while at the same time spreading a little sunshine.

Caseworker Amanda McConnell worked with youth one-on-one to come up with a word to describe a positive trait for all of the youth and staff in the house as well as come up with a positive affirmation for themselves.

Staff also joined in on the positivity, submitting kind words for all their fellow coworkers and youth in the home. After all the kind words were submitted, McConnell met with most of the youth to look at some of the submissions.

"Some kids had no idea that's how people saw them. Others didn't believe at first that they do have the characteristics that those around them see in them; that allowed for a great space to talk about the way we see ourselves compared to how others see us, how to accept a compliment since that is a skill in itself, and ways to work towards believing the words that are written."

McConnell added, "This was also a great



Kindness project

opportunity to use our CARE principles to recognize and foster the value, impact, and importance of the relationships we have built with each other and most importantly the kids we work with.”

Appleton House gives back

The youth at Appleton House recently gave back to the community after putting together items for people in need.

By saving their allowance for three months and with the help of staff



donations, the youth created 85 kits for Carmichael Outreach. Each kit contained a toque, mitts, socks, chapstick, a granola bar, a pack of pop tarts, a bottle of water, and a Tim Horton's gift card. The youth also wrote in 100 Christmas cards for a seniors home.

“The kids were very excited!” said Jenn Aldom, a youth care leader at Appleton House. “They really want to get more involved in giving back on a regular basis. The youth collectively picked Carmichael as some of their families have used it in the past.”

Tribute



Our dear furry friend, Maggie, has passed away. She was an integral part of Schaller school. The golden retriever was a service animal and will be remembered for her calming and comfortable presence. She could sense when people could benefit from her time and attention.

Winter storm



In the aftermath of the storm that hit Saskatchewan in January, there were some snapped tree branches, some screens blown off houses, piles of snow, but most importantly, staff dedication and CARE principles shined through.

Special delivery



Every year, Ministry of Environment conservation officers donate wild game meat to various food banks, communities, and organizations.

Recently, conservation officers dropped off 375 kg of elk meat to Ranch Ehrlo. The meat will be used for our Schaller Education Centre's cooking program on the Pilot Butte campus, a favourite of the students.

Wild meat donations are very important for many of our youth, allowing them to connect with memories of home and family through traditional food. Learning how to prepare the meat is also a skill they can take with them when they leave the class.

Modified OHL



Ehrlo Sport Venture's modified outdoor hockey league (OHL) kicked off on Feb. 1st. In order to adhere to provincial COVID-19 protocols, session spots were limited. Thanks to our players, families, volunteers and staff who took extra care to follow the increased protocols while still having fun.

3,2,1,action



Judy Bidyk, our vice-president of HR, spent some time in front of the camera as she delivered a video to Ranch staff about the results of our latest employee engagement survey.