



## 2003 - 2004 Annual Report



Working to enhance the social and economic well being of  
Saskatoon's five core neighborhoods.

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# **Our History, Mission, Vision and Objectives**

## **History**

Quint Development Corporation (Quint) is a non-profit community economic development corporation that serves the needs of the core neighbourhoods in Saskatoon. Quint (meaning five in Latin) comes from the five communities it represents - Pleasant Hill, Westmount, King George, Riversdale and Caswell Hill. Quint is one of a growing number of community economic development organizations whose emphasis is on both “community” and “economics”. Quint was born in February 1995, and incorporated in June 1995. Community representatives from the five neighborhoods formed the organization through which we work to improve our lives, our neighborhoods, and ourselves.

## **Mission**

Quint exists to strengthen the economic and social well being of Saskatoon’s five core neighbourhoods through a community-based economic development approach.

## **Vision**

Quint has a vision for the future of our neighbourhoods. We see citizens who are caring, self-reliant, self-determining and have a sense of pride. We see a community that is safe, stable and caring, where all its citizens can participate and grow. We see ourselves challenging the larger economy in ways that build a healthy social and economic environment for all. We see a vital local economy that uses local resources and sustains jobs, businesses and community enterprise. We see neighbourhoods that are prosperous, beautiful, and environmentally sustainable. We see the community initiating and supporting cultural, recreational, educational and socio-economic opportunities for the good of all.

## **Quint’s Long-term Objectives**

- To create job opportunities through investing in new businesses and to support viable existing businesses.
- To facilitate and provide loans to small business.
- To improve the quality and availability of affordable housing for lower income residents.
- To build community participation and to facilitate socioeconomic and cultural understanding.
- To provide training opportunities which will lead to sustainable employment.
- To develop an effective governing Board with the capacity to make informed decisions in all operational aspects.
- To become a stable and increasingly self-reliant CDC by building equitable relationships/ partnerships with government, community and business.
- To develop the capacity of Quint’s staff

## **Our Development Philosophy**

Community Economic Development is a more holistic approach than traditional models of economic development. It integrates economic, social, ecological, political, and cultural development as part of a strategy, and has the revitalizing and reclaiming of community as its primary aim. CED concentrates on the development of community organizations, which

enable minority or low-income groups to pool their resources and talents to create community ownership, jobs, training and income for community members.

**Community Economic Development strives:**

- To be inclusive of marginalized groups and individuals who are often excluded from participating fully in the economy.
- To undertake economic development in a manner that is in keeping with community culture and values;
- To combine the development of an “enterprising culture”, based on a philosophy of self-reliance, creativity, and innovation, with a belief in, and commitment to, cooperation, equity, and equal opportunity.
- To develop community capacity, skills and resources;
- To ensure that social and economic resources remain in the community.
- To promote local ownership, community control over capital and resources, and local reinvestment to guarantee long term development.
- Develop enterprises that meet “multiple bottom lines” - economic efficiency as well as enhanced social and environmental conditions, and healthier communities.

Central to each of these objectives is the belief that community representation in, and control of, the economic development process will result in greater ultimate benefits than a strategy, which lacks community involvement. Only with such a community focus will the jobs and opportunities offered by economic development be advantageous to both the workers and the residents. Profits generated or assets acquired by the Community Economic Development Organization (CEDO) is then used for further development of programs, training, job creation and employment development initiatives in the core neighborhoods.

Although our five communities face many challenges, we feel that a community economic development approach has the potential to build healthier communities - where people regain some measure of control over their day-to-day lives and where human and local needs take precedence over distant and corporate needs.

# **Meet the Board and Staff**

## **Board Members**

- Jacqui Barclay – Chair
- Randy Schurman – Vice-Chair
- Virginia Regier – Secretary
- Anne Hardy – Treasurer
- Don Kossick
- Liz Isbister
- Michelle Turner
- Tannis Talbot
- Yvonne Boyd (Riversdale Rep.)
- Lou Rogers/Penny Hurton (Pleasant Hill Rep.)
- Ed Hilchey (Caswell Rep.)
- Darcy Bridges (King George Rep.)

## **Friends of Quint**

- Kevin Fruhstuk – Saskatchewan Industry and Resources
- Bill Fletcher – Saskatchewan Community Resources and Employment

## **Committees**

### **Executive Finance/Administration Committee**

- Jacqui Barclay - Chairperson
- Randy Schurman – Vice Chairperson
- Anne Hardy – Treasurer
- Virginia Regier - Secretary
- Len Usiskin - Manager

### **Housing Committee**

- Virginia Regier - Chairperson
- Jacqui Barclay
- Randy Schurman
- Paul Wilkinson
- Liz Isbister
- Carol Rogers
- Len Usiskin

### **Policy Committee**

- Jacqui Barclay-Chairperson
- Michelle Turner
- Don Kossick
- Len Usiskin

### **Staff**

- Len Usiskin Community Economic Development Manager
- Laverne Szejvolt Assistant Manager/Housing Coordinator
- Margaret MacSorley Administrative Supervisor
- Toni Brace Accounting Assistant
- Norma Bovill Administrative Assistant
- Jim Clarke Youth Lodge Coordinator/Business Development
- Charlie Clark Community Outreach Coordinator

### **Affordable Housing Program**

- Mike Keeling Housing Coordinator
- Julie Untereiner Housing Coordinator
- Kathryn Manley Housing Coordinator
- Fred Khonje Housing Coordinator
- Rob Wiebe Renovation Training Supervisor

### **Pleasant Hill Place**

- Kris Kell Pleasant Hill Place Facilitator
- Rebecca Jean Bosch Pleasant Hill Place Facilitator
- Kaitlin O'Brien Pleasant Hill Place Facilitator
- Doug Bovill PHP Maintenance

### **Youth Lodge**

- Patricia Gunn Mel McGhee
- Terry Allward Scott Heil
- Vince Vandale Mike Morin
- Steve Reid David Shanks
- Lori Unger

### **Core Neighbourhoods At Work**

- Cheralee Placsko Employment Coordinator
- Janell Morin Employment Coordinator

## **Message From the Chair**

It has been my privilege and honour to serve a second term as Chairperson of the Quint Board this past year. Looking back, it has been an enriching and rewarding experience (and yes, sometimes challenging!!)

I always say that Quint is more than a community economic development organization. Quint is the spirit and motivation of community-minded people who joined together 9 years ago to establish Quint with the hope and determination to improve their neighbourhoods and better the lives of their families.

Over these past 9 years, Quint has been involved in a number of community economic development initiatives, which are highlighted in this annual report.

Quint's Affordable Housing Program has provided a chance for families to own their own home and helped to build more thriving neighbourhoods within the heart of our city.

This year Quint is proud to celebrate 14 housing co-op families taking title of ownership to their very own homes. This is an outstanding accomplishment these families can be very proud of.

Quint has now reached the thrilling milestone of over 100 families turning their dream of owning their own home into a reality through Quint's Affordable Housing Program and NHOP. Quint commends the determination of all our housing co-op families who, with much heart, have pursued a dream and turned it into a reality.

The Carpentry and Renovation Training Crews provide members with the chance to learn valuable skills and earn an income doing home renovations and repairs on the homes purchased through NHOP.

Pleasant Hill Place is a housing alternative for single parent women who are trying to better their own lives and that of their children by going back to school and pursuing employment opportunities. More recently, Quint opened the doors to the male youth lodge, for male youth in need of housing and help to further their education and/or employment opportunities.

Core Neighbourhoods At Work assists people looking for work by helping to place them into jobs and/or training opportunities which will lead to employment.

Over this past year, Quint had the challenge and thrill of pursuing a couple of new initiatives. Quint identified a real need for affordable, safe rental housing within the core neighbourhoods. The reality is many individuals and families do not qualify or are not ready to pursue home ownership at this point in their lives.

Quint opened the doors to a newly renovated apartment building with 22 affordable rental units in a secure, clean building with on-site, licensed daycare.

In the area of food security, Quint has partnered with CHEP in pursuing the exciting challenge of a community food store. Quint has also ventured into helping establish home-based daycares within the core neighbourhoods.

Finally, amidst Quint's expansion, we identified the need to reconnect at a community level through community association meetings, agency visitations, and public gatherings. To facilitate this community engagement, Quint has established a community outreach initiative.

An important piece of work the Quint board needs to prioritise over this next year is board policy development. One identified area is reviewing our board structure as it relates to community association representation. During this past year, the Westmount Community Association executive withdrew its representation from Quint. On behalf of the Quint board, I extend our regrets and our continued commitment to work with all five core communities.

To members of our Quint Board, it has been an honour to work with each of you. You have been an amazing board with much talent and insights to offer. I appreciate and thank each and every one of you for the sacrifices you have made. Your dedication and contributions have been of immense benefit to Quint and the core neighbourhoods of Saskatoon.

To our Quint staff, you impress and inspire me daily with your creativity, dedication, and integrity. Quint is truly blessed to have such passionate and gifted staff. A special thank you to Mike Keeling who has devoted much heart and energy to Quint. Mike is leaving Quint to pursue new challenges outside of Saskatchewan. On behalf of the Quint Board, I want to thank Mike for the outstanding contributions you have made to Quint. Your refreshing creativity, sharp intellect, and visionary mind will be greatly missed by us all.

Thanks to Quint's partners and friends for your continued support of Quint and your commitment to the social and economic betterment of the core neighbourhoods. This year has been a time of great pride for Quint as I am sure it is a source of pride for our partners within the various levels of government, business and the community at large.

Finally, a special thank you to the members of Quint for your support in helping Quint in fulfilling our vision. Together, we are helping to build safer, more thriving neighbourhoods within the heart of our city.

Jacqui Barclay, Chairperson  
Quint Development Corporation

# **Affordable Housing**

Quint's Affordable Housing Program was developed in 1997 because community members identified improved and more affordable housing as one of the highest priorities for residents of Saskatoon's core communities. People said that if we could provide more affordable housing options for low-income families then a whole host of community economic development objectives could be achieved.

## **Neighbourhood Homeownership Program (NHOP).**

The NHOP enables low-income families to achieve affordable and stable homeownership within housing co-operatives in the five core neighbourhoods. With support from Quint, the housing co-ops purchase and renovate existing houses and after the completion of 5 years as a co-op member, the family can assume home ownership. Quint provides support to the co-op members, developing workshops that address needs that have been identified by the participants.

### **2003 – 2004 Accomplishments**

- 14/20 houses purchased and renovated
- 3 houses had foundations replaced
- Supporting 8 Co-ops with more than 100 families and over 400 people
- Co-op Housing video in production capturing the stories of co-op members and how the program has had an impact on their families.
- Published Resource Manual: More Than Four Walls And A Roof
- Quint has developed a viable model to enable NHOP Co-operative members to access workshops, energuide audits, and loans for retrofits to their homes to improve energy efficiency and reduce resource consumption.

### **2004-2005 goals**

- Finish current NHOP round (6 homes); do 10-20 more homes
- Continue supporting 7-8 housing co-ops (120-130 families)
- Facilitate the transfer of ownership/title of homes for up to 20 families
- Develop CAHP proposal for new homeownership opportunities (new construction)
- Further develop the Endowment Fund proposal
- Complete the video about Quint and the NHOP program.
- Quint expects to see the energy efficiency retrofits program fully running during the 2004 year.

## **Pleasant Hill Place**

Pleasant Hill Place is a safe and healthy housing alternative for student mothers and their families. Since May 2000, it has operated as a co-operative housing program for five student parents, all with young children, who are completing high school. The young women are able to help each other by living co-operatively while still having space for

familial privacy. Part-time facilitation staff work on site to provide support to the women and help them develop their skills to better live independent and productive lives.

### **2003 – 2004 Accomplishments**

- Housing for 5 moms 5 kids
- Development of programs for residents and former residents
- Building maintenance – entire interior painted

### **2004-2005 goals**

- Continue to operate PHP as a Co-housing opportunity for 5 moms and their children
- Develop the daycare in PHP
- Increase partnerships and explore funding alternatives/increases to address growing outreach work with former residents

## **Affordable Rentals**

***Last year Quint purchased, renovated and began operating a 22-suite apartment block in Pleasant Hill as a community-owned, affordable rental property. From a long list of goals for rental revitalization, we hope that our work will:***

- Result in the purchase, renovation and management of affordable, community-owned rental housing
- Lower housing costs for core neighbourhood renters while creating opportunities and providing connections to resources
- Create a sense of ownership and control as well as support systems for renters
- Incorporate energy efficiency and aesthetic considerations into development practices
- Create additional social, green and daycare spaces
- Leverage a significant amount of capital into community ownership

### **2003 – 2004 Accomplishments**

- Purchased and renovated apartment at 136 Avenue U South (\$1.1M)
- Removed excess parking for garden and more green space
- Made space for daycare and rented to daycare operator
- Assisted tenants to form an association
- Developed a progressive rental policy to improve property management
- Family/Community space created that includes a community kitchen and computer room
- Proposal prepared and submitted to CAHP to develop and operate a second apartment building.

### **2004-2005 goals**

- 136 Avenue U South Apartment
  - Hire <sup>o</sup> time community developer; to support and work with the Tenants' Association

- Complete the landscaping, patio and garden - Summer 2004
- Create links to make the most of kitchen, computer, gardens, and outside resources (e.g. folks who can come in to do workshops in the Family Room e.g. link to the CNAW program and CHEP)
- Buy and renovate another apartment building

### **Community Focused Rental Housing**

Combined with the redevelopment of a rental building, Quint has begun to improve the local rental market through a **Community Focused Rental Housing program**. The purpose of the program is:

- To look closely at the local rental market, building by building, and create a rental database that could be used by community members.
- To meet with community residents to discuss improving rental housing
- To investigate the feasibility of developing a Co-operative relationship between Landlords, Tenants, and Property Managers to improve rental housing generally, both in terms of physical space and mutual respect.

#### **2003 – 2004 Accomplishments**

- Pleasant Hill neighbourhood rental database complete
- Family friendly strategies have been implemented in Quint's Apartment.
- Tenant-Landlord Cooperation model investigated and prepared
- Consultation with Sask. Housing Corp. regarding incentives for improved rental housing.

#### **2004-2005 goals**

- Continual update of Database and more description of property profiles
- Transfer the database to Quint's website.
- To improve rental properties in the Pleasant Hill area.
- Continue the idea of TLC for the Pleasant Hill area:
  - Facilitate the creation of a TLC advocacy group that would consist of a committee of tenants and landlords to develop standards of safety, health and other living conditions.

### **Male Youth Lodge**

The Youth Lodge opened in January, 2003. The home was created in order to provide housing and support for young men, ages 16-22. By providing safe and supported accommodations and round-the-clock staffing, it has been possible to make housing and living space where formerly-homeless young men have opportunities to seek training, employment or other support necessary to make changes in their lives for the better.

#### **2003 – 2004 Accomplishments**

- Transitional housing & support for up to 10 young men at one time, ages 16 – 22 years
- 25 young men lived at the lodge during the past year.

- 15 of the 25 young men were successful in obtaining employment
- 14 of the 25 young men were enrolled in school
- Life skills training
- Cultural programming
- Completed workplace assessment to increase the effectiveness of the operations and programs at the Lodge

### **2004-2005 goals**

- Develop aftercare/outreach program
- Further evaluate what programming is working and why - expand programming where necessary
- Develop stronger partnerships with the Aboriginal community
- Further develop vision/plans for next stage housing
- Develop/implement business plan for self-sustaining business operated primarily by present and former residents (landscaping? furniture building?)

## **Business Renewal**

Business renewal is more than building a stronger business community. It is about strengthening existing businesses and supporting the development of new businesses in ways that improve employment prospects for local people, creates goods and services that are currently lacking in the community, and revitalizes areas that have deteriorated. The revitalization of the business community in the core neighbourhoods is critical to our overall CED revitalization efforts.

### **Small Business Loans**

Quint facilitates and provides loans to small business through the operation of two loan funds: Saskatchewan Industry and Resources' Small Business Loans Association Fund as well as partnering with the Saskatoon Credit Union in the administration of its Micro Loan Fund.

### **2003 – 2004 Accomplishments**

- Business planning, advice and support
- Facilitation of loans
- Advocacy with lenders

### **2004-2005 goals**

- Expand the number of contacts made with people about business ideas
- Expand number of loans administered
- Develop/implement business plan for self-sustaining business operated primarily by present and former residents of the Quint Male Youth Lodge
- Create linkages to mentors to assist small business operators

## Grocery Store

This past year Quint and CHEP jointly undertook and completed a feasibility study and business plan for a community Food Store that would provide access to quality food and create significant employment and training opportunities in the core neighbourhoods.

The aim of the grocery store is to operate at a modest profit while providing access to good quality food at fair prices for residents of the core neighbourhoods. Analysis of the Core Area Food Store's markets indicates that market demand of \$9,097,137 will support the development of a 10,000 to 15,000 square foot grocery store. Detailed financial analysis indicates that stores of this size will provide adequate financial returns to ensure long-term viability.

## Daycare Development

Quint has been assisting community members who are interested in operating daycares in the core neighbourhoods.

### **2003 – 2004 Accomplishments**

- 2 licensed daycares open
- 2 Small businesses start in core neighbourhoods
- 20 new daycare spaces in core neighbourhoods
- Building purchased and renovated (Avenue L) by Quint and rented to daycare operator. Began operating in August 2003.
- Suite converted (136 Ave U) and rented to daycare operator. Began operating in September, 2003.

### **2004-2005 goals**

- Develop and open daycare at PHP
- Develop repeatable model for daycare from planning to start-up.

## *Employment Development*

### **Core Neighbourhoods At Work**

The Core Neighbourhoods At Work Project has come about as a logical next step to the community-based delivery of education work in core neighbourhood community schools. The Core Neighbourhoods At Work Program is the result of a group of organizations coming together to support community members in taking the steps towards education or entering the job market.

In partnership with the Public and Catholic School Divisions, this program has two employment coordinators who assist community members in developing personal career plans and in securing suitable employment or education/training as a step to employment. In relation to these goals the following are some of the outcomes of the program:

### **2003 – 2004 Accomplishments**

- 100 neighbourhood residents found employment
- 58 neighbourhood residents enrolled in education/training programs
- 1600 employer and community contacts made
- Approximately 300 individuals registered as service users of the program
- Coordinated training in Drivers training, Fireman's certificate, Cashier training

### **2004-2005 goals**

- Move to a store front location depending on available funding
- Run driver's education training program
- Increase employer development around Aboriginal people in the workforce

## **Trades Training and Employment**

Quint's Affordable Housing Program (AHP) also strives to incorporate employment opportunities, skills training and capacity building into the program. The AHP training program offers local residents the opportunity to learn carpentry and renovation skills, through the renovation of the houses, as a springboard to permanent employment. The "on-the-job" hours participants work in the training program are recognized for Level 1 accreditation. The initial weeks of the program are spent at the shop learning policies and expectations of the program, enhancing their math skills while developing floor plans, reading and drawing blueprints, and learning proper use of power and hand tools and safety precautions.

### **2003 – 2004 Accomplishments**

- 10 trainees in 2003-04
- Developed links to private contractor for training and employment opportunities
- Renovated 14 homes and were part of apartment and Lodge renovations

### **2004-2005 goals**

- Keep linking trainees to renovation projects
- Develop plan to secure Old City Electrical Building space or else find new shop space
- Provide energy retrofit work to Co-op homes and larger community
- Create more links to other training programs: e.g. SIIT, White Buffalo, Gabriel Dumont Institute, etc.

# **Community Development**

## **1. Community Outreach**

### **Challenges**

Quint's staff and directors have spent a great deal of time and energy this year responding to issues raised about our work. Some of these issues became entangled into both municipal and provincial election campaigns. This has required staff and board to spend a great deal of time responding to questions and meeting various organizations and individuals.

On a positive note, Quint has proactively responded to the concerns and issues raised. Quint will continue to develop new ways of reaching out to different organizations and the community in general.

### **Community Outreach Strategy**

This work has encouraged our organization to take a much more proactive approach to outreach and communications with individuals and organizations in the core neighbourhoods and in Saskatoon in general. One of the challenges related to Quint's growth has been that more resources and time must be devoted to developing and administering programs, which leaves less time for communications and outreach in the community. We have learnt that we need to embed ongoing resources to informing the community about Quint and its work and in doing so maintaining good relationships in the community.

### **2003 – 2004 Accomplishments**

- Community meeting Dec 2004—150 in attendance
- Meetings with Community Associations
- Meetings with members of housing co-operatives
- Development of Website [www.quintsaskatoon.ca](http://www.quintsaskatoon.ca)
- Networking with many community organizations including:
- Saskatoon Anti Poverty Coalition
- Core Neighbourhood Development Council and the national Vibrant Communities Initiative
- Lunch Gypsies
- Aboriginal organizations, e.g., STC Urban, MNS, CUMFI, First Nations University of Canada, Bridges and Foundations, One Arrow First Nation
- International Interdisciplinary University Community Student Practicum Program (IICUSP)
- Quintessentials Newsletters

### **2004-2005 goals**

- Proactively carry out education about CED and to promote Quint's vision and goals in the community
- Develop at least 2 new active partnerships with aboriginal community
- Working with the housing co-ops, develop co-op homeowner's manual

- New Quint brochure and presentation package in place for communications
- Seek funding for at least one and preferably two positions in community development/outreach work for Quint

## **2. Supporting Community Initiatives**

Quint has been using its organizational capacity to assist in the establishment and provide ongoing support of other organizations, committees or groups that have complimentary development objectives.

An important part of our work as a CED organization is to support community activities and initiatives as they arise. Quint has always understood that in order to substantively improve the social and economic well being of the core neighbourhoods, would require the creation of an infrastructure, consisting of a series of new partnerships and or organizations that would support our CED vision and objectives. To that end much of Quint's efforts have been in the area of cultivating strategic partnerships with existing organizations or institutions as well as supporting the development and operation of new organizations. Much of this work involves educating and organizing other organizations and the community at large around the issues and strengths of the core neighbourhoods in addition to the analysis and principles that a CED approach has to offer.

Some examples of this are as follows:

- **International Interdisciplinary Community University Student Practicum Program (IICUSP)** – Quint is one of four CBO's who are partnering with a number of health colleges at U of S. ICCUSP's purpose is to develop and implement a model of community learning practice. The intent is to bring institutions and communities together to provide students, faculty, and community partners a joint sharing of experience, knowledge and skills development for students to be educated to work effectively with communities, and communities and institutions being able to engage together in social change analysis and initiatives.
- **Community University Institute on Social Research (CUISR)** – Quint is actively participating on CUISR's board and supporting the development of the CED research module. CUISR supports community organizations in building healthy sustainable communities through research support.
- **Saskatoon Housing Initiative Partnership (SHIP)** – is a non-profit organization with a mandate to develop new mechanisms and partnerships to address the need for affordable housing in Saskatoon. Quint is an active partner with SHIP with representatives on its Board and committees.
- Quint is also working with the **Community First Development Fund** a charitable non-profit organization that is creating an investment pool that can be used to finance CED projects in Saskatoon.
- **Rainbow Community Centre** – Quint staff have been actively working with the Rainbow Board in their efforts to transform St. Thomas Wesley United church to a community centre.
- In addition, Quint:
  - Acts as the convening organization in Saskatoon for the Core Neighbourhood Development Council/Vibrant Communities Initiative.

- Partnered with the Saskatoon Anti Poverty Coalition in overseeing the Gender and Poverty Project, which is part of a national initiative affiliated to Vibrant Communities.
- Is a member of the Saskatoon Labour Market Committee
- Is an active member of Canadian Community Economic Development Network (CCEDNET)

## **Manager's Report**

As you can see from the annual report, Quint continues to evolve and grow as it responds to identified priorities and opportunities in the community with innovative new CED initiatives.

During the past year, Quint broadened its scope of housing programs by providing **affordable rentals** that also have a strong emphasis on creating community within the apartment building. We believe there is a huge need for more interventions in the rental market of this kind. Quint is developing capacity through its property management and Tenant Landlord Cooperation Program to address some of the pressing issues in the core area rental market.

In 2003, Quint was also instrumental in assisting two daycare operators to establish **daycares** in the core neighbourhoods. We keenly understand the need for more good quality accessible childcare in the area and are excited about the possibility for assisting in the establishment of more daycare spaces in our community.

We are also working on some very interesting initiatives for the upcoming year.

- During the past year CHEP and Quint completed a feasibility study and business plan for a **food store** to be located on 20<sup>th</sup> street. With the research showing that a 10,000 to 15,000 square foot store being viable, we are now moving on to the implementation phase. By this time next year, we hope to report that the necessary financing has been secured and the food store is operating.
- Quint has also developed a proposal to create longer-term **youth housing** next door to the Male Youth Lodge. This would provide homeless or at-risk youth with more alternatives for supported but independent living.
- Quint plans to continue to deliver its national award-winning **Neighbourhood Home Ownership Program**. In addition, we are developing plans to provide **new construction ownership housing** in the core neighbourhoods.
- Our **Core Neighbourhoods At Work program** also is developing plans to expand the scope of employment support programs and are exploring ways of responding to identified barriers to employment in our communities.

With the growth of Quint, we are pleased about the increased organizational and development capacity we bring to the core neighbourhoods. I want to thank all of Quint's staff in their tireless effort and wholehearted commitment to this organization and for CED in the core neighbourhoods of Saskatoon.

I want to expressly recognize the invaluable contributions that **Mike Keeling** has made to our community. Mike (and his wife Monica and their soon-to-be-born first child) will be leaving Saskatoon shortly after working at Quint for about 5 years. Mike started as housing coordinator working on the NHOP program but quickly became involved in the development and operations of most of Quint's other initiatives. He has played a central role in the development of proposals that have led to many of Quint's new initiatives. On behalf of the Board and staff of Quint, I wish him and his family all the best in the future and know that he will make a huge contribution to wherever he lives and works. Thanks Mike.

Finally, I also want to express my appreciation to the board of Quint for the consistent support and encouragement that they have given to Quint's staff and myself over the past year. It is a privilege to work with a Board that is committed to the principles of CED, one that provides progressive leadership for the core neighbourhoods and the City as a whole.

Respectfully submitted

Len Usiskin

# **Election of Directors 2004**

Quint's bylaws, state:

6.01

(b): At each annual meeting or at each meeting called for the purpose of electing directors, the members shall be advised of the names and terms of office of each Community Director and then shall determine by ordinary resolution, the number of directors required to constitute a full board, provided that there shall be no less than eight (8) directors and no more than twelve (12) Directors.

(c): The members shall elect from among the General Members or representatives of General Members, the number of directors needed to complete the board.

(d): Nomination of directors by general members must be submitted in writing fourteen (14) days in advance of the annual meeting.

(e): Directors will be appointed or elected for a two (2) year term. There will be rotation of terms to allow the election or appointment of a portion of the directors each year.

6.02 Composition of the Board

At least three-quarters (3/4) of the board of directors shall be residents of Quint service area: Riversdale, Westmount, Caswell, Pleasant Hill, and King George.

The following directors will be continuing in the 2<sup>nd</sup> year of a two year term:

- Jacqui Barclay\*
- Anne Hardy
- Michelle Turner
- Randy Schurman\*

We have received written nominations from the following three individuals:

- Virginia Regier\*
- Liz Isbister\*
- Don Kossick

The following are appointed representatives from our Community Associations:

- Yvonne Boyd\*      Riversdale Community Association
- Penny Hurton\*      Pleasant Hill Community Association
- Ed Hilchey\*      Caswell Community Association
- Darcy Bridges\*      King George Community Association
- No appointment      Westmount Community Association

As there were no other nominations received, the committee recommends that all three nominees be elected to the Board by acclamation.

