

## Board Recruitment Package

2026



### Vision

A world without Alzheimer's disease and other dementias.

The Nominating Committee of the Alzheimer Society of Saskatchewan has prepared a package of information outlining expectations of board members and information about the Society to assist you in making your decision to seek election to the Alzheimer Society Board of Directors. Additional information is available on our website <https://alzheimer.ca/sk/en/about-us/alzheimer-society-saskatchewan>

If you are interested in serving on the board, please submit a cover letter and resume to:

[ceo@alzheimer.sk.ca](mailto:ceo@alzheimer.sk.ca)

or mail an application to:  
Alzheimer Society of Saskatchewan  
c/o Nominating Committee  
301-2550 -12th Avenue  
Regina, SK S4P 3X1

Applications are due by March 20, 2026.

If you have questions or require additional information, please contact our Chief Executive Officer, Kaleta Strain at [ceo@alzheimer.sk.ca](mailto:ceo@alzheimer.sk.ca) or call (306) 949-4141.

Thank you for your interest in the Alzheimer Society of Saskatchewan.

Alzheimer Society of Saskatchewan  
Nominating Committee,

Krista Lagimodiere (Chair)  
Allison Cammer  
Owen Kot  
Walker Paterson

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## **A. INTRODUCTION**

Commitment to the organization, our vision, mission and values are essential.

**Vision Statement:**

**A world without Alzheimer's disease and other dementias.**

**Mission Statement:**

**The Alzheimer Society of Saskatchewan empowers people to live well with dementia through the delivery of programs, services, advocacy, awareness and research.**

**Value Statements:**

**Collaboration** - We engage with clients, partners and stakeholders in meaningful ways to enable people to live well with dementia. We listen to, involve, and work collaboratively to accomplish mutual goals through personal and responsive service.

**Accountability:** We measure our performance and follow a process of continuous improvement. We are responsible for our actions and are accountable to our stakeholders for the use of our financial and human resources.

**Respect.** We embrace the highest standards of honesty, trustworthiness and professional integrity. We carry out our work with the utmost respect, and compassion for the dignity, diversity and the rights of the people we serve.

**Equity** – We strive for inclusion and fair treatment for all people. We work towards a barrier free environment that provides personal and responsive services based on individual needs.

Values Acronym: CARE

Commitment to the board is stronger when your personal values are aligned with the values, vision and mission of the Alzheimer Society.

Included in this package are the following:

- An overview of the Relationship Model™ of governance, to assist you in understanding the governance model of the Society.
- Relationship description for board members.
- Board position statement on diversity, equity and inclusion
- A perpetual board agenda and calendar to outline how meetings are conducted and the number of meetings board members are expected to attend.
- Strategic Plan 2024-2027
- Annual Report 2024-2025

## **B. OVERVIEW OF THE RELATIONSHIP MODEL**

### **1. Introduction**

People live and work within relationships. Relationships are the human operating system. In order to make our lives and our work successful and fulfilling, we need to apply the natural principles of relationships by establishing the values, structures and the processes of relationships throughout our organization.

In the Relationship Model™ values, structure and processes form the basis of governance, leadership, management and service delivery. The roles of governance, leadership and management differ, but the principles that underlie them are the same. There is a continuity of design from the Society's membership to the point where the clients receive the services.

A successful working environment is one in which there is a balance between the fulfillment of the individuals doing the work and the fulfillment of the people for whom the work is done. The Alzheimer Society of Saskatchewan itself is like the fulcrum of a seesaw that supports the dynamics of the process of maintaining this delicate and dynamic balance of fulfillment benefiting both staff and clients.

Putting emphasis on healthy relationships means investing a great deal of attention on the values, the structures and the processes that make up relationships. We have all observed that healthy and fulfilled individuals are more productive than unhealthy, dysfunctional people. Understanding how to build and maintain healthy working relationships is critical for successful management of human and financial resources. The basic design of relationships is disarmingly simple. Yet the application of these values, structures and processes is a lifelong experience, and a complex one at that. It is necessary to maintain a focus on the design of relationships in order to succeed at living out the Relationship Model™.

### **2. Relationship Model Values**

Our values determine our behavior. In order to have an effective organization, all who work together must share the same values. When values are shared there is a built-in tendency to be able to work with the same operating system – within the same structure and with the same processes. There are many categories of values and many values in each category. The list of our values is as long as we want it to be. In the Relationship Model™ we have identified three core relationship-oriented values. Together they form the foundation of successful working relationships.

#### **Affirmation**

Affirmation is fundamental to healthy and productive relationships. Affirmation is the most elemental of all values. It encourages, builds, enables, empowers, and ensures the fulfillment of each individual in the organization. It encourages calculated risk. Affirmation enables mistakes to fuel a learning culture instead of a blame culture. Our affirmation of ourselves and others is the most significant factor influencing the structure, processes and quality of our relationships.

#### **Involvement**

Involvement affirms the unique contribution of each individual in the Alzheimer Society of Saskatchewan (ASOS). It means that people are involved in the decision-making process, especially in matters where they are personally affected. Involvement increases ownership and commitment, making individual fulfillment and organizational effectiveness more likely. It unlocks enormous potential through synergy and allows organizations to implement change more effectively.

### **Servant Leadership**

Servant leadership is characterized by a high value on service to the ASOS, its people and clients as a first priority. It embraces values such as care, concern, the unique worth and contribution of others, stewardship and support. The servant leader shares power and is not threatened by delegating authority to others, nor of letting go of control, and understands the relationship between freedom and accountability. The servant leader empowers and supports those they are responsible for overseeing, rather than overpowering and intimidating them.

### **3. Relationship Structure**

**Authority** is the act of sharing power and the delegation of authority. Delegation of authority gives individuals the ability or power to carry out their responsibilities and should always be accompanied by adequate resources (human and financial resources, information and time) to do the job. Individuals being authorized for particular jobs are expected to bring the required competencies and experience to their positions. Without authorization, an individual cannot be expected to fulfill their job responsibilities.

**Limitations of Authority** are the elements of a relationship that define the boundaries of authority and therefore the extent of our freedom in fulfilling our responsibility. Limitations are normally expressed in negative terms. Defining the limitations of authority eliminates the need to repeatedly seek permission to act. Limitations may be adjusted to maintain a balance between authority and responsibility.

**Responsibility** is the broad description of the purpose for a position within the organization. It is usually contained in the relationship description of an individual or a group. Healthy relationships always balance authority and responsibility. Responsibility is further defined by the expectations of the responsibility.

**Expectations of Responsibility** are negotiated, not imposed in a relationship-oriented organization in order to achieve a balance with the authorization and resources that are available. They are differentiated from responsibilities in that they are usually expressed in the form of goals, standards and specific tasks. Goals may be strategic or tactical. Standards may range from the minimum quality we expect of one another to the quality to which we aspire.

**Accountability** is the monitoring and measuring component of a relationship. The first role of accountability is to monitor the balance of authority with responsibility in each relationship and to monitor compliance with limitations and expectations. The second role is to measure strategic and tactical results (organizational performance). The annual relationship review is the primary opportunity for accountability. Rather than the negative connotation often associated with accountability, in The Relationship Model™ it is a positive concept that gives an opportunity for recognition and learning as well as correction or re-direction.

### **4. Governance Process**

The six core processes of governance are:

- Communication
- Decision-Making
- Conflict Resolution
- Strategic Planning
- Delegating Authority and Responsibility
- Monitoring and Measuring

## 5. Relationship Model Principles

- The ASOS seeks a balance between the fulfillment of the needs of the clients and the personal fulfillment of the staff and volunteers.
- The affirmation, involvement and servant leadership of every individual and group at every level in the ASOS is vital to the success of the organization.
- Authority, responsibility and accountability are the primary components of all relationships. Limitations of authority and expectations of responsibility are the secondary components.
- Circles of authority and responsibility are defined clearly and are maintained equal in size by negotiating limitations of authority or by expectations of responsibility.
- The Board of Directors, acting on information from all stakeholders, is responsible for strategic planning: defining target groups, services, client needs, vision, mission and priorities, monitoring performance and measuring results.
- The Chief Executive Officer (CEO) is responsible for managing the delivery of services to the clients in accord with Board-stated priorities and for achieving the strategic goals within the limitations of the authorization and resources available.
- Each individual has a share in responsibility for creating, owning, understanding and implementing the mission of the ASOS.
- Decision-making proceeds from shared values, vision and mission, not unilaterally from the Board or the CEO. Decisions are made as close as possible to where they are implemented.
- The ASOS is results oriented. Desired strategic outcomes of service delivery are identified and measured. Strategic and tactical goals are set in balance with available resources.
- Accountability is mutual. Those who authorize (source of authority) are accountable to those who receive authority (recipients of authority) for providing adequate authorization and resources. The recipient is accountable to the source for achieving results.

## C. BOARD RELATIONSHIP DESCRIPTION

### **1.29 Relationship Description: Board Director to Board**

#### **1. AUTHORITY**

The Director is authorized by virtue of their election to the Board of Directors. Once elected the source of authority is the Board of Directors.

The Board of Directors will be reimbursed for expenses including travel and accommodation. The Board must ensure that board Directors are provided Directors' liability insurance.

#### **2. LIMITATIONS OF AUTHORITY**

Without specific authority from the Board, an individual Director must not:

- Speak officially on behalf of the Board or organization
- Enter into any legal or financial agreement on behalf of the ASOS
- Give direction to the CEO or the management of the ASOS

#### **3. RESPONSIBILITY**

The responsibility of each Director is to:

- Participate in the governance process of the Board
- Share in the responsibilities of the Board of Directors as defined in the Board/stakeholder relationship description
- Represent accurately and support the official positions and decisions of the Board when interacting with the stakeholders and the public

#### **4. EXPECTATIONS**

Each Director is expected to:

- Participate in an orientation program in the Relationship Model™ and the Bylaws, Governance Manual and Strategic Plan of the ASOS
- Read reports and study materials provided for preparation of Board meetings
- Attend all Board meetings and meetings of committees of which they are a member or to indicate to the Board President or Committee Chair the reason for their inability to attend
- Participate actively in discussion and the decision making process
- Display personal conduct that reflects the values of the ASOS
- Make an annual monetary donation to the Alzheimer Society of Saskatchewan, to the best of their financial means. The Board would like the ASOS to be among each Board Directors' top three charities for donations each year they are on the Board.

#### **5. ACCOUNTABILITIES**

Accountability in this relationship is mutual.

The Board is accountable to the Director for providing the authorization and resources required for the successful realization of the responsibilities of the position.

Each Director shares in the Board's accountability to the stakeholders for achieving strategic results and in governing the ASOS with due diligence and integrity and to

governments for compliance with all relevant laws and regulations.

Each Director is accountable to the Board and to the government's regulatory body under whose laws the ASOS is registered, for handling the finances of the Society with integrity.

The Director is accountable to the Board for performance with respect to the expectations and for compliance with the limitations of authority of the position.

#### **D. BOARD POSITION STATEMENT ON DIVERSITY AND INCLUSION**

At the Alzheimer Society of Saskatchewan (ASOS) we believe that everyone affected by dementia has the right to be the person that they are, to live without fear or prejudice regardless of race, age, gender, sexual orientation, faith and belief or a disability like dementia.

We believe that diversity, equity, and inclusion enrich the ASOS and strengthen our ability to achieve our mission and vision.

We acknowledge that some individuals and groups encounter barriers to equitable access to participate in the ASOS. These barriers limit our capacity as a leading charity that supports people living with dementia.

The Board of the ASOS is committed to governing an organization that promotes respect, equity, access, and participation in all internal and external relations.

The Board of the ASOS will:

- aspire to have members of the Board and its committees, and staff of the organization that reflect the broad diversity of the province;
- ensure that the organization has an Anti-Discrimination & Harassment Policy that is implemented and monitored;
- aspire to have materials that reflect diversity and inclusivity, and present positive images, reflective of the broad diversity of the province;
- undertake and apply ongoing education and training to enhance diversity, equity and inclusivity knowledge;
- when consulting publicly about the organization's priorities and strategies, ensure that groups and organizations reflecting the broad diversity of the province are encouraged to participate including people with lived experience;
- advocate for equity, access, and participation for diverse groups within stakeholder relationships; and
- evaluate its own performance against these goals.

This statement has been approved by the Board of Directors of the ASOS. It is expected that management will maintain a framework on Diversity, Equity, and Inclusion to ensure that this statement is supported by clear and definitive actions by the ASOS. The Board will review this statement on an annual basis to confirm that this commitment is sustained.

(Approved May 28, 2025)

## **E. BOARD CALENDAR**

### **Annual Board Business**

During the fiscal year, April 1<sup>st</sup> to March 31<sup>st</sup> the Board of Directors generally have 6 regular meetings, an orientation to the Board and the Annual General Meeting.

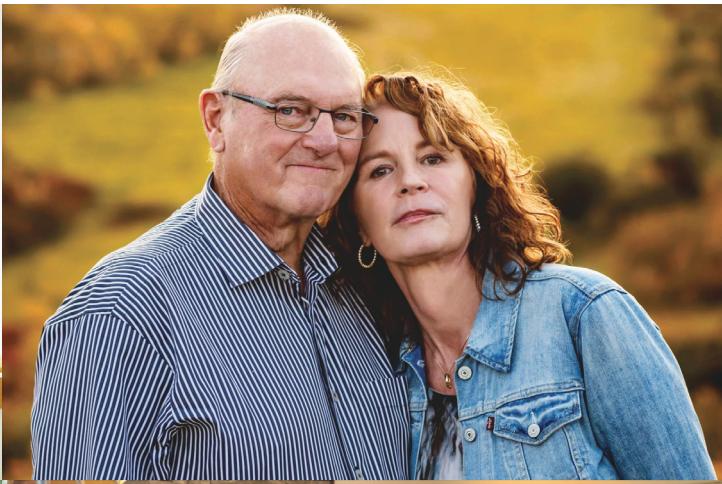
<b>Meetings</b>	<b>When</b>	<b>Time Frame (approximate)</b>	<b>Location</b>	<b>Key Activities in addition to Regular Board Business</b>
Annual General Meeting	June 20, 2026	Saturday, 10:00-12:00	Regina	<ul style="list-style-type: none"> <li>• Election of Directors</li> <li>• Financial Statements</li> </ul>
Meeting following the AGM	June 20, 2026	Saturday, 12:30-1:00	Regina	<ul style="list-style-type: none"> <li>• Election of the Board Officers</li> <li>• Election of the Committee Chairs</li> <li>• Approval of Committee Members</li> <li>• Approval of Signing Authority</li> <li>• Assign Board Mentors</li> </ul>
Board Orientation	Summer 2026	Approx. 2 hr. Meeting	Zoom or in-person	<ul style="list-style-type: none"> <li>• Orientation with Board President and CEO</li> </ul>
Board Meeting Q1 (Apr-June)	July 2026	Evening, 2 hrs.	E-Vote	<ul style="list-style-type: none"> <li>• Approval of 2025-2026 Annual Report</li> </ul>
Board Meeting Q2 (July – Sept)	October 2026	Saturday 9:00-2:00	Regina	<ul style="list-style-type: none"> <li>• Approval of Q2 Financial Statements</li> <li>• Summary of Insurance Coverages – IC Standard</li> </ul>
Board Meeting Q3 (Oct – Dec)	January 2027	Saturday, 9:00-2:00	Zoom	<ul style="list-style-type: none"> <li>• Review of Strategic priorities and Annual Plan</li> <li>• Approval of Q3 Financial Statement</li> <li>• Approve the budget assumptions for FY 2024-2025</li> </ul>
Board Meeting Q4 (Jan – Mar)	March 2027	Saturday, 9:00-2:00	Saskatoon	<ul style="list-style-type: none"> <li>• Budget Approval</li> </ul>
Board Meeting	May 2027	Evening, 2 hrs.	Zoom	<ul style="list-style-type: none"> <li>• Approval of Audited Financial Statements</li> <li>• Year-end CEO Reports</li> <li>• CEO Evaluation</li> </ul>

At each board meeting the board has discussions, guest speakers on topics related to our Strategic Priorities. Education is also incorporated into board meetings with topics identified from our Annual Board Performance Survey.

## Our Strategic Priorities

Our priorities	Our focus	What success will look like
<b>1. Advance programs and services to address growing need</b>	<p>1.1) Expand service delivery to underserved groups and populations – i.e., rural &amp; northern communities, Indigenous people and other diverse populations</p> <p>1.2) Enhance programs and services to be culturally sensitive and to address diverse needs</p> <p>1.3) Improve the client experience through deeper connections with the Alzheimer Society and strengthen connections to services in the community</p>	<ul style="list-style-type: none"> <li>Increased partnerships with targeted agencies, communities and groups</li> <li>Increased new client groups accessing and receiving services</li> <li>Increased percentage of people served from diverse groups (self-report) state they have accessed culturally appropriate services</li> <li>Improved client experience of those who have accessed ASOS services</li> </ul>
<b>2. Increase prevention and reduce risk</b>	<p>2.1) Increase understanding of dementia</p> <p>2.2) Increase awareness of brain health and ways to reduce risk</p> <p>2.3) Expand marketing and communications to targeted groups and underserved communities</p>	<ul style="list-style-type: none"> <li>Increased awareness about the warning signs and understanding of dementia</li> <li>self-report knowledge of dementia risk factors, prevention strategies, and are making lifestyle changes</li> <li>Reduce isolation and the stigmatization associated with dementia</li> </ul>
<b>3. Advance advocacy and relationships to improve care</b>	<p>3.1) Advocate for improved client outcomes through greater funding of dementia programs to support care partners</p> <p>3.2) Strengthen key partnerships within the Saskatchewan Health Authority for better support for people living with dementia and their care partners</p> <p>3.3) Advocate to targeted groups i.e., Geriatricians, SMA,</p>	<ul style="list-style-type: none"> <li>The top 3 dementia priorities are funded as part of a provincial dementia strategy (e.g., Adult Day support programs, respite services, home care)</li> <li>Improved access to and coordinated services for people with dementia and their care partners i.e., adult day support programs, homecare, respite, LTC and other support programs</li> <li>People with dementia experience quicker access to a primary care</li> </ul>

	College of Family Physicians, Northern Medical Services and primary care providers for greater understanding and improved practices related to dementia	<p>provider with a timely and accurate diagnosis.</p> <ul style="list-style-type: none"> <li>Professionals are knowledgeable, competent and confident in diagnosing, and caring for people with dementia</li> </ul>
<b>4. Maximize research outcomes</b>	<p>4.1) Prioritize funding allocation for research</p> <p>4.2) Influence inclusion of knowledge mobilization in research; prioritizing funding knowledge mobilization when available and appropriate</p>	<ul style="list-style-type: none"> <li>Amount of resources allocated to research are consistent</li> <li>Ability to increase research funding when available</li> <li>Number of research projects that the Alzheimer Society funds and participates in</li> <li>Number of dementia projects funded through SHRF that include knowledge mobilization</li> </ul>
<b>5. Strengthen internal capacity to service demands</b>	<p>5.1) Improve the recruitment, retention and experience, of leadership, staff, and volunteers</p> <p>5.2) Enrich organizational capabilities to engage diverse communities</p> <p>5.3) Enhance revenue development</p> <p>5.4) Improve system effectiveness through efficient data and systems management</p>	<ul style="list-style-type: none"> <li>Improved staff/leadership engagement and work experience scores</li> <li>Reduced recruitment times of qualified staff</li> <li>Increased staff retention related to sector standards</li> <li>Self-report confidence working with diverse groups</li> <li>Predictable and diversified revenue streams</li> <li>Increased donor acquisition, retention and stewardship</li> <li>Reduce system failure or downtime</li> <li>Increased meaningful data available for decision-making</li> </ul>



# 2024 – 2025 Annual Report

Alzheimer Society  
SASKATCHEWAN



## President's Message – Bill Cooper



Each board member of the Alzheimer Society of Saskatchewan has a special reason why they serve. Here is mine.

My paternal Grandma had dementia in her later years. But because of proximity and stage of life, I didn't witness the impacts the disease had on her up close. If the experience with my Grandma was from a distance, the experience with my mother and father in-law was like sitting in the front row of a movie theatre. Larry and Terry were both diagnosed with forms of early-onset dementia. I will focus on Terry's story.

She began showing symptoms in her early 50's. First, it was missed appointments, like babysitting. Then forgetting our address. Then the same stories, on repeat. Then, the struggle for a diagnosis to get help. This is a pattern not exclusive to my family's experience.

Terry went from a vibrant, strong, confident woman who cross country skied, swam and walked to someone who didn't leave her house much, was anxious and confused. She knew something was wrong but didn't understand what and was scared. Her last years were in a care home where she was confined to a chair, couldn't speak, feed or clean herself. Despite that, her inherent dignity and worth as a person was never lost and the strength of my wife and our children as they cared for Terry and loved her is something we wouldn't trade.

I serve so I can make a measure of difference in the lives of those with dementia and their loved ones. They are at the forefront of my mind in every meeting and decision we make as a Board.

Terry died in her sleep on June 26th, 2025. Requiescat In Pace.

## CEO Message – Kaleta Strain

This past year the Alzheimer Society has been filled with moments to celebrate, challenges to overcome, and reasons to persevere. When I prepare each day to lead the Alzheimer Society of Saskatchewan, I do so with those examples in my heart and my own personal 'why' in mind.

I go home each night to a beautiful family. Our evenings are filled with hustling to activities, finishing homework, playing with the dog, jumping on the trampoline, playing music too loud, laughing even louder, the list goes on and on. We are busy making memories that are shaping our lives.



I cling to these memories as my children grow older and I am passionate about hanging onto them for the rest of my life. I don't ever want to forget what I have spent a lifetime building.

This propels me further, faster, to fulfill the vision of 'A World without Alzheimer's disease and other dementias'. I want to create a world where one day my children, and other people's children, do not have to fear getting dementia. That they don't have to know the reality of caring for a parent or spouse with dementia or living with it themselves. That they can learn from the strength of those that came before them and live in a reality that looks different. I am here today so my children won't have to be.

Thank you for being here with me. Your stories give strength and fuel the passion to persevere. Together, we will create a different reality for the generations to come.

## Every member of our Board has lived experience with dementia.

**Back row (left to right):**  
Walker Paterson, Jo-Ann Battrum, Jacquie Greva, Brian Martynook, Bill Cooper & Allison Cammer

**Front row (left to right):**  
Tracy Lysyk, Femi Ogunrinde, Megan Milani & Owen Kot

**Missing from photo:**  
Jacqueline Messer-Lepage & Krista Lagimodiere



## 2024 – 2025 Board of Directors

**Bill Cooper, Board President** – Director of Sustainability and Governance and Stakeholder Relations, Nutrien

**Jo-Ann Battrum, Vice-President** – Retired, Manager of Financial Planning

**Megan Milani, Secretary** – Senior Crown Counsel, Saskatchewan Ministry of Justice and Attorney General

**Owen Kot, Finance and Audit Committee Chair** – Manager, MNP

**Dr. Krista Lagimodiere, Nominating Committee Chair** – Geriatrician, Saskatchewan Health Authority

**Tracy Lysyk, Governance Committee Chair** – Director, Operational Risk, Affinity Credit Union

**Brian Martynook, Philanthropy Committee Chair** – Professional Director, Past CEO – Moose Jaw and District Chamber of Commerce

**Dr. Allison Cammer** – Associate Professor and Director of Dietetics, College of Pharmacy and Nutrition – University of Saskatchewan

**Jacqueline Messer-Lepage** – Executive Director and Registrar, Saskatchewan College of Paramedics

**Dr. Femi Ogunrinde** – Chartered Director & Education Consultant

**Walker Paterson** – Lawyer, Seiferling Law

**Dr. Jacquie Thomarat** – Director of Governance and Professor, University of Saskatchewan

# Our Community of Support

Our role as a Society is creating and fostering a caring community of support and knowledge, empowering people to live well with dementia through the delivery of programs, services, advocacy, awareness and research.

When people choose the Alzheimer Society as their first point of contact, they join a community of support, rich in expertise and experience, led by individuals committed to helping each other thrive.

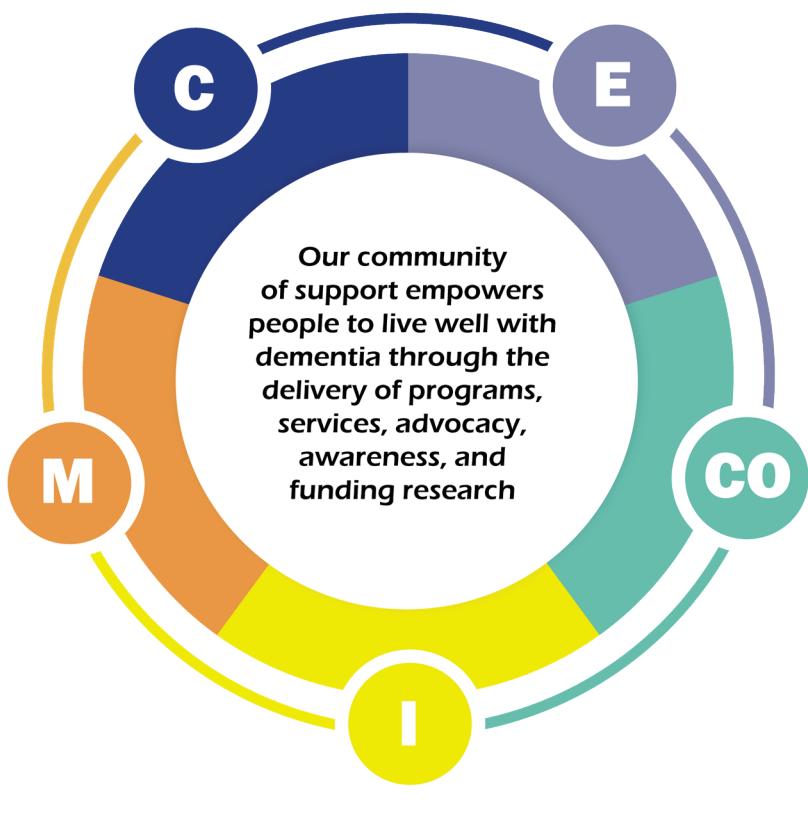
Our community of support is not just a space or our identity, it is the presence and actions of our clients, our donors, our volunteers, our board members and so many more. It is about connecting people with our programs and services; engaging our donors and stakeholders in our mission and work; collaborating with our community partners to strengthen the voice of people living with dementia; innovating with funders and researchers to move research and dementia care forward; and, mobilizing

individuals and communities to empower people living with dementia and their care partners.

This report is the story of our community in action—the people, the work, the commitments, and the successes that made our community of support a living reality for thousands of people in the past year.

Curt Koethler, who is featured on the cover, and his story of our community provides a narrative thread weaving through the different and varied parts of our community story. Curt is a client. Curt is an advocate. Curt has shared his knowledge and experience. Curt is a leader. Most of all Curt has shared his humanity with all of us and in so doing enriched our community of support for everyone.

We recognize that our greatest strength lies in our people and the way we support one another. It is because of Curt and so many others who have shared their time, talent and spirit that this story of community is possible.



# Unlocking a Brighter Future

## Research Holds the Key

At the Alzheimer Society of Saskatchewan, **research is at the heart of everything we do**. From the design of our programs and services to our public awareness campaigns and advocacy efforts, we are committed to grounding our work in the latest evidence-informed research.

Bringing research to life across all areas of our organization takes more than just access to information—it requires coordination and a shared vision. Our Board and staff regularly collaborate with people with lived experience with dementia, researchers, health care professionals, and funding agencies to interpret emerging evidence, identify its relevance to our community, and integrate it in meaningful ways.

We also work to advance the field of dementia research by funding and supporting innovative, high-impact research. This creates a continuous research loop—where evidence shapes our work, and our work helps generate new knowledge to unlock better care, treatment, and support.

## Unlocking Research

Curt Koethler (pictured below) is 55 years old. He is a father of three children who enjoys going to football games, getting together with friends, fishing, tennis, and walking his dog.

Curt has been diagnosed with Young Onset Alzheimer's disease. He credits the support he receives from his family and the Alzheimer Society for being able to live a full life with dementia.

As an active client and supporter of the Alzheimer Society of Saskatchewan, Curt volunteered to be the face of our Unlock Dementia Research Campaign because he knows research is the key to better care, treatments, and a cure.

The Unlock Dementia campaign featured Curt's story, along with images of Curt next to his aspirational quote, "I want to be the first person to survive dementia."

Learn more about the campaign at [unlockdementiaresearch.ca](http://unlockdementiaresearch.ca).

**"The Alzheimer Society of Saskatchewan is doing great work. Work that is made possible by research."**



**Curt Koethler (left), Alzheimer Society of Saskatchewan client and person living with young onset Alzheimer's disease, pictured at our IG Wealth Management Walk for Alzheimer's with his Dad and care partner, Sid (left).**

# \$1 Million Donation

In addition to Curt's story, the Unlock Dementia Research Campaign highlighted Saskatchewan donors and organizations who are committed to advancing dementia research.



Upon receiving our weekly newsletter and learning that Herb and Scarlett Wheaton had made a substantial donation towards our Unlock Research Campaign, Gary Redhead felt inspired to act.

Gary called Herb to inquire about the campaign and his experiences with the Alzheimer Society. Later that day, Gary connected with our CEO and made a \$1 million gift from him and his wife, Laura.

Herb and Scarlett Wheaton—of Wheaton Chevrolet and Wheaton Kia in Regina—are long-time supporters of the Alzheimer Society of Saskatchewan. They generously contributed \$100,000 towards unlocking dementia research and shared their personal experiences with dementia, in hopes of inspiring others to support the campaign.

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**Dementia affects not only those diagnosed, but also their families and caregivers.**

**Supporting the Unlock Dementia Research Campaign is our way of standing with the countless families impacted by dementia.**

**— Gary and Laura Redhead**



 **Herbert Wheaton**  
Regina, SK

# Investing in a Brighter Tomorrow

**"We are thrilled to put our Unlock Dementia Research campaign dollars to work immediately."**

**Kaleta Strain (right), CEO of the Alzheimer Society of Saskatchewan, pictured with Patrick Odnokon (left), CEO of Saskatchewan Health Research Foundation (SHRF), at SHRF and Brain Canada's Launch + Networking Event in Saskatoon.**



This spring, our Board of Directors proudly announced a **\$1.2 million investment into dementia research**, through the Saskatchewan Health Research Foundation (SHRF) and in partnership with Brain Canada.

Our investment in brain health is made possible by the **remarkable generosity of our community**, who helped us reach the \$4 million fundraising goal for the Unlock Dementia Research campaign.

While the campaign has reached its goal, our Society remains dedicated to funding groundbreaking research projects and driving innovation in care. In addition to investing in SHRF's new brain health research focus, the Alzheimer Society of Saskatchewan also funds dementia researchers and research projects through the Alzheimer Society Research Program (ASRP) and SHRF's Solutions Program.

You can read about the latest research studies we are funding on the next two pages.

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**Dementia research represents a significant piece of brain health. When the Saskatchewan Health Research Foundation made the decision on the brain health focus area, the Alzheimer Society's Board of Directors instantly sprang into action to align our efforts for transformational progress.**

**– Kaleta Strain, CEO, Alzheimer Society of Saskatchewan**

# ASRP Funded Recipients



## Dr. Julie Kosteniuk

Dr. Julie Kosteniuk is leading a project to make dementia care more accessible for people living in rural Saskatchewan. Her team is adapting an in-person memory clinic model into a home-based virtual version, complete with in-person tech support to help older adults connect with care from the comfort of home.

By working closely with patients, caregivers, and healthcare teams, the project aims to create a model that's both easy to use and highly effective. The goal is to reduce barriers to diagnosis and support, helping more rural families get the care they need—without the stress of travel.

**Research Institution:** University of Saskatchewan

**Grant Type:** New Investigator (up to 4 years)

**Project Category:** Quality of Life & Care

**Project Title:** Adapting and Evaluating a Rural Home-Based Virtual Primary Care Memory Clinic Model



## Dr. John Howard

Dr. John Howland and his team are exploring what happens when a protein called tau—which builds up in the brains of people with Alzheimer's—is completely removed. Using a unique group of rats that don't produce tau, they're studying how this affects memory and learning as the animals age, and whether the benefits differ between males and females.

Since tau buildup and synapse loss are major contributors to Alzheimer's disease, this research could lead to a better understanding of tau-lowering approaches, along with more effective, personalized therapies with fewer side effects.

**Research Institution:** University of Saskatchewan

**Grant Type:** Proof of Concept (up to 3 years)

**Project Category:** Biomedical & Discovery

**Project Title:** Alzheimer's disease-related cognition and dendritic spine morphology and function in a novel tau knockout rat

# SHRF Funded Recipients

## Changiz Taghibiglou, Francisco Cayabyab, and Darrell Mousseau

Our brains are made up of about 90% fat and problems with how the brain processes fats may be linked to Alzheimer's disease. Changiz Taghibiglou, Francisco Cayabyab, and Darrell Mousseau have discovered a tiny peptide called Indip that could potentially help protect brain cells from damage. They're testing Indip in lab-grown brain cells to see if it can block the toxic effects of Alzheimer's-related proteins.

**Neuroprotective Role of a Novel Peptide in a Model of Alzheimer's Disease**

**Changiz Taghibiglou**

**Franciso Cayabyab**

**Darrell Mousseau**

University of Saskatchewan



**ALZHEIMER'S &**

**OTHER DEMENTIAS**

Focus Area

**Total investment: \$50,000**

**2024-25 Recipient**

## Ekaterina Dadachova

What if a treatment used for cancer could also help people living with Alzheimer's disease?

That's the bold idea behind Ekaterina Dadachova's project. Her team is adapting a technique called radioimmunotherapy, which uses radiation attached to antibodies to target harmful cells. In this case, the target is the amyloid beta plaques in the brain. If successful, this could be a brand-new way to treat Alzheimer's disease.

**Investigating the Use of Antibody Molecules Armed With Radiation for Treatment of Alzheimer's Disease**

**Ekaterina Dadachova**

University of Saskatchewan



**ALZHEIMER'S &**

**OTHER DEMENTIAS**

Focus Area

**Total investment: \$50,000**

**2024-25 Recipient**

## Ana Mendes Silva, John Howland, and Carlos Ueira-Vieira

Ana Mendes Silva, John Howland, and Carlos Ueira-Vieira are investigating whether kefir, a fermented milk drink, could help slow or prevent Alzheimer's disease. They've identified three natural compounds—PW, M20, and M25—and are testing how long these compounds remain in the body and whether they can ease symptoms in mice with Alzheimer's-like conditions.

**Exploring Kefir's Potential to Treat Alzheimer's Disease**

**Ana Mendes Silva**

**John Howland**

University of Saskatchewan

**Carlos Ueira-Vieira**

Federal University of Uberlândia



**ALZHEIMER'S &**

**OTHER DEMENTIAS**

Focus Area

**Total investment: \$149,940**

**2024-25 Recipient**



# Connecting to our Community of Support

## First Link® Program

**Over the next 30 years**, the number of people living with dementia in Saskatchewan is expected to more than double. Behind every number is a person, a family navigating a new diagnosis, and care partners looking for guidance.

Our First Link® Coordinators are on the front lines of this increasing need. **The numbers tell a clear story.**

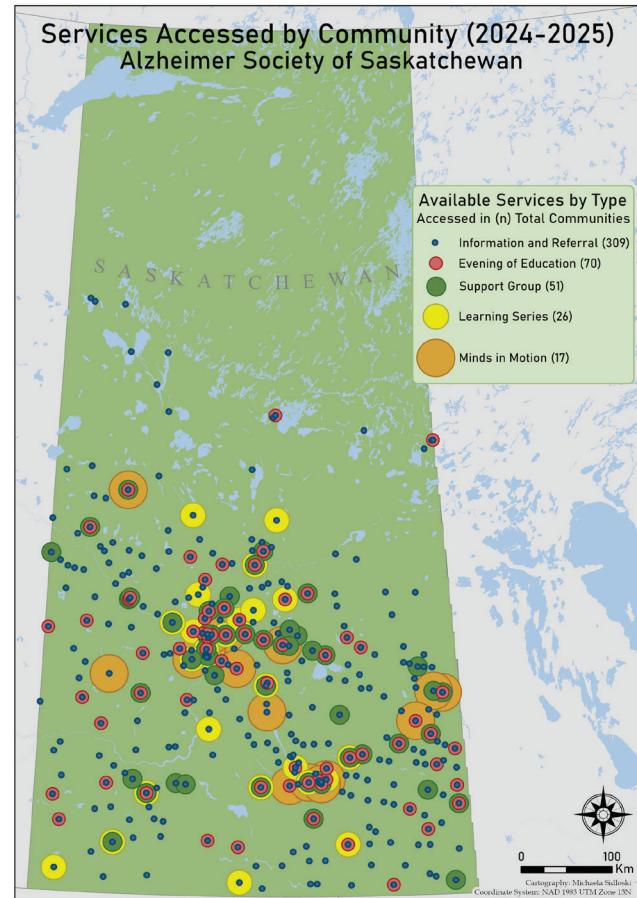
**Over the past year, we experienced:**

- **12% increase in overall clients**
- **16% increase in those with complex needs**
- **500-hour increase in time spent supporting clients**

Meeting these needs requires more than dedication—it requires innovation and province-wide coordination.

We've strengthened our systems and implemented new tracking and triage systems to help our First Link team monitor client progress, prioritize support, and ensure timely follow-up. Whether someone calls the Society from Regina, Saskatoon, or a rural area, they'll receive quality, informed care.

Our First Link® Program connects people living with dementia and their families to the Alzheimer Society and community supports as early as possible and throughout their dementia journey.



When a referral is received, our First Link Coordinators reach out directly, listen to each person's story, and begin building a supportive relationship.

Through regular check-ins and personalized guidance, we help individuals, their families, and care partners navigate daily challenges, plan for the future, and access relevant programs and services.

**In 2024/2025, we supported over 3300 clients from 360 communities across the province.**

## Support Groups

During our 2024/25 fiscal year:

- **35 Early-Stage Support Groups** were facilitated across the province
- **144 caregiver support group meetings** were conducted with a **56%** increase in attendance compared to the previous year

**In partnership with SaskAbilities Yorkton, we launched a new Dementia Care and Share Group.**



In memory of **Dean Wiley** (left), founding member of the new Dementia Care and Share Group in Yorkton. Pictured with Dean is **Grace Kostiuk** (right), another group participant. The group meets the third Wednesday of every month at the St. Andrews United Church.

## Direct Referrals

One of the most impactful ways people connect with our community of support is through direct referrals from healthcare professionals—primary care providers, memory clinic teams, specialists, and home care teams. These referrals allow us to meet clients earlier in their journey—nine to eleven months sooner than if they had self-referred.

**Dr. Elizabeth Rhynold** (pictured right) is one of our direct referral champions. As a dedicated physician with the Geriatric Evaluation and Management (GEM) Program at Saskatoon City Hospital, many of our referrals come through her. The families and individuals she sends our way are well-informed and ready to learn more—thanks to her guidance.



**Dr. Elizabeth Rhynold**

We welcomed Dr. Rhynold as our guest speaker for our annual Understanding Dementia community presentation, which was made possible by Conexus Credit Union. [You can watch the recording on our YouTube Channel.](#)

# Putting People with Lived Experience First

## Lending Expertise

The success of our Unlock Dementia Research Campaign would not have been possible without the dedication and hard work of the volunteer fundraising committee, all of whom have lived experience with dementia. Together, they played a vital role in unlocking new possibilities for research, treatments, and care.

With heartfelt appreciation, we recognize the following individuals for their invaluable contributions:

- **Graeme Hunter**, Committee Chair
- **Cathy Hinther**
- **Doug Archer**
- **Dr. Brent Chappell**
- **Elaine Unrau**
- **Jacquie Greva**



Elaine Unrau (pictured below) has personally seen how dementia can impact families. Her aunt passed away from dementia four years ago and her sister is currently living with it in a care home.

Elaine wanted to do something on behalf of her loved ones that could help improve the quality of life for others living in similar circumstances. She volunteered to join the fundraising committee for what would become our Unlock Dementia Research campaign.

Elaine and the rest of the committee worked diligently with our Revenue Development department meeting with potential donors and securing major gifts for the campaign.

“

**Dementia has affected my family twice in recent years.**

**Addressing the growing need for investment and providing sustainable funding for research into dementia is why got involved in the Alzheimer Society of Saskatchewan’s major gift campaign.**

**– Elaine Unrau**



Curt Koethler (left) and our Program Manager, Heather Dash (right), at the photoshoot for our Unlock Dementia Research campaign.

## From Idea to Impact

In a heartfelt collaboration, our team worked closely with Curt Koethler and his family to curate the visual aspects of the Unlock Dementia Research Campaign.

Our Program Manager, Heather Dash, shares how supporting Curt's journey as an Alzheimer Society client and his involvement in the research campaign has had a meaningful impact on her—both professionally and personally.

“

*I was the first voice that Curt heard from the Alzheimer Society; he had called soon after getting a diagnosis of Young Onset Alzheimer's disease.*

*I remember telling him in our first conversation, “We are here to walk with you on this dementia journey, anytime you have questions or just need to talk, we are here.”*

*Many people, when they first get a diagnosis of dementia, feel that their lives are over and that they no longer are able to accomplish anything in life... but not Curt.*

*Curt became very active in all our programing and kept wanting to do more to make life better for him and other people who are living with dementia. Every time I would talk to Curt he would ask, “So what's next for us to do?!”*

*It has been a privilege to support Curt so he can continue live out his purpose in life. I can't tell you how good it makes me feel knowing that we are fulfilling the promise I made on that very first call, “We are here to walk with you on this dementia journey.”*

**– Heather Dash, Program Manager,  
Alzheimer Society of Saskatchewan**

# Sharing our Community Story

**"Thanks to the Alzheimer Society, we have found hope and support in a community that understands our struggles."**



**Eric Eggertson (left) and Kelley Jo Burke (right) are best friends. Eric and Kelley have three children and are navigating life with young onset Alzheimer's disease together. They shared their story as part of our Spring Annual Giving campaign to help show others that hope is possible.**

My name is Eric Eggertson, and I have dementia. I'm a recently retired communications consultant for the provincial Ministry of Health, and alongside my wife and best friend, Kelley Jo Burke, a playwright, educator and CBC radio host and producer, we're navigating life with young onset Alzheimer's disease together.

My father lived with a form of frontotemporal dementia, which drained him of his vitality and intellect. As a family, we participated in a study on that form of dementia, knowing it could be passed down to the next generation. After years of participating in this research, I learned I had not inherited it. This news should have been a relief – but it wasn't. I was starting to experience symptoms that I couldn't explain.

We had been preparing for life with dementia our entire married lives - but we had been preparing for the wrong kind. The kind of dementia my father had was intense, terribly fast, and easily discernible. What I was experiencing was different.

With more information from the Alzheimer Society, we were better able to problem-solve and seek resources. We are the lucky ones.

[Read Eric and Kelley's full story on our website.](#)



Eric and Kelley Jo generously shared their insight and experiences with dementia in a lived experience panel at our staff professional development event in June.



# Empowering Community to Advance our Mission

Our dementia-friendly initiatives empower individuals and communities of all sizes to foster greater understanding, reduce stigma, and create more inclusive environments for people living with dementia and their care partners.

Through education and engagement, we help individuals and organizations learn to recognize the signs and symptoms of dementia, adopt risk reduction strategies, and embrace practices that support accessibility and inclusion.

**Our 25 Public Awareness events from the past year engaged over 2,800 participants, reached more than 300 communities, and welcomed at least 932 new constituents to the Society.**

## Mobilizing Knowledge



**Dr. Holly Bardutz**

To help increase Saskatchewan residents' understanding of dementia and dementia friendly communities, we host targeted awareness presentations that feature and engage subject matter experts.

In March, we hosted our Healthy Brains Community Presentation, featuring by Dr. Holly Bardutz, PhD (pictured above), the founding director of the Brain Health and Wellness Lab at the University of Regina. Holly Bardutz, PhD, is a

“

**Dr. Bardutz was very inclusive with her information. I enjoyed hearing it all and would listen to the same presentation again to get even more out of it.”**

**– 2025 Healthy Brains attendee**

brain research associate and linguistics instructor. Her main areas of research involve Brain Health and Wellness in various populations, including topics such as sleep and the brain and the relationship between the brain and the heart.

This event brought in a substantial amount of attention with 607 registrations, 270 of which were new to the Society. [The Healthy Brains event recording is available on our YouTube channel.](#)

# Building Community

## Dementia Friendly Communities

In February, we launched our Building Dementia Friendly Communities presentation to reduce stigma, promote accessible environments, and showcase dementia friendly initiatives taking place across the province. The presentation sparked strong interest, with follow-up requests from the Government House Board and Melfort Housing Authority.

Contact us at [friends@alzheimer.sk.ca](mailto:friends@alzheimer.sk.ca) for more information.

“

**We can be proud to have this work being done by the Alzheimer Society of Saskatchewan in our province.**

**– Dementia Friendly Communities presentation attendee**

### File Hills Qu' Appelle Tribal Council

Our Public Awareness Coordinator attended the File Hills Qu'Appelle Tribal Council Brain Health Fair, celebrating Indigenous-led research and sharing dementia risk reduction resources. From this event, we received an invitation to deliver our ABCs of Dementia presentation for the Wood Mountain First Nations Community.

## Town of Broadview

After attending our virtual Dementia Friendly Communities presentation, Colleen Umpherville, Broadview's mayor, shared the information with town council and invited our team to present our ABCs of Dementia to raise local awareness.

Inspired by the session, a nearby couple encouraged local businesses to wear name tags to support those who are impacted by dementia—an idea that was warmly embraced and shows how small changes can make a big difference.



### SAISIA

Our team partnered with the Saskatchewan Association of Immigrant Settlement and Integration Agencies (SAISIA) to deliver a province-wide dementia awareness session for over 30 newcomer-serving organizations in Saskatchewan. A recording of the session is available on SAISIA's website to support continued learning.

### Vitalité55+

As part of our commitment to supporting diverse communities, our Director of Programs and Services has joined the Vitalité55+ steering committee for the 2024–2028 term. This initiative strengthens access to French-language services for seniors in mental health, palliative care, and home care—areas where we play an active role.

## Advocating for Better Care

Listening to the voices of those we serve has and continues to be a key focus. Through stakeholder consultations, we heard directly from people living with dementia, caregivers, healthcare providers, and community partners. Their insights helped shape our current strategic plan.

We also heard a clear call to maintain advocacy efforts around improving the healthcare system.

This past year, the Alzheimer Society has continued to grow and evolve—reaching more people, building stronger partnerships, and

celebrating meaningful progress in dementia care across Saskatchewan.

One of the most encouraging signs of change has been the increase in the number of geriatricians in the province. With six now practicing in Saskatchewan, this growth reflects a broader recognition of the importance of specialized care for older adults. At the same time, we've seen a significant expansion in primary health care memory clinics. Just three years ago, there were only two RaDAR and MINT memory clinic locations in the province. Now, there are 11 locations.

### **There are now 11 Primary Health Care Memory Clinics across Saskatchewan helping individuals and families get earlier diagnoses and better support—closer to home.**

**Our First Link Coordinators are integrated into Primary Health Care Memory Clinics. Carolee Zorn, Our First Link Coordinator for the former Sunrise Health Region (pictured far left), is part of the new Canora Memory Clinic team (right).**



**Based on our stakeholder consultations, our new strategic plan emphasizes the need to:**

- **Deepen our connection to services in the community**
- **Strengthen collaborations with health care providers to address the complex needs of individuals with dementia**
- **Expand programs and resources tailored to the unique needs of diverse populations**

**Thank you to the 4,504 donors who supported us in 2024-2025, with 889 contributing directly to our Unlock Dementia Research campaign.**

The first person to survive dementia is out there. Curt Koethler (right), dementia advocate and person living with young onset Alzheimer's disease, pictured with our CEO, Kaleta Strain at our Unlock Dementia Research public launch event in Regina.



## Sponsor Recognition

Our community and provincial sponsors play a vital role in helping us achieve our mission.

Their generous support makes it possible for the Society to host events that raise awareness, foster connection, and provide meaningful resources for people living with dementia and their care partners.

## A NIGHT TO REMEMBER

**CASINO**  
REGINA

**AVISON YOUNG**

**CAPITAL**  
AUTOMOTIVE GROUP

**cg** WEALTH MANAGEMENT  
"Plan to Prosper"

**KIA**  
WHEATON KIA

**MOY**  
electric service  
BUS - MTRS - SERVICE  
EST. 1947  
80 years of service

**FLOORS**  
BY DESIGN LTD.

**WC**  
Wappel Construction

**knightharcher**

**Boston Pizza**

**BRIGHTWATER**  
SENIOR LIVING  
OF CAPITAL CROSSING

**FTL**  
FRIES TALLMAN LUMBER

**West Oak**  
INVESTMENTS

**Sound**  
IMPRESSIONS  
HEARING CENTRE

**SaskTel** | **pioneers**  
a volunteer network

**ROCKFORD**  
ENGINEERING WORKS LTD



**ICON**  
DENTAL CENTRE

**JPS** WELDING LTD

**ISC**

**LEDCOR**  
GROUP

**Tell Ventures**  
**All Seniors Care**

**Doug & Gloria**  
Archer

**Richard Janowski**  
**Tim & Lori Weins**

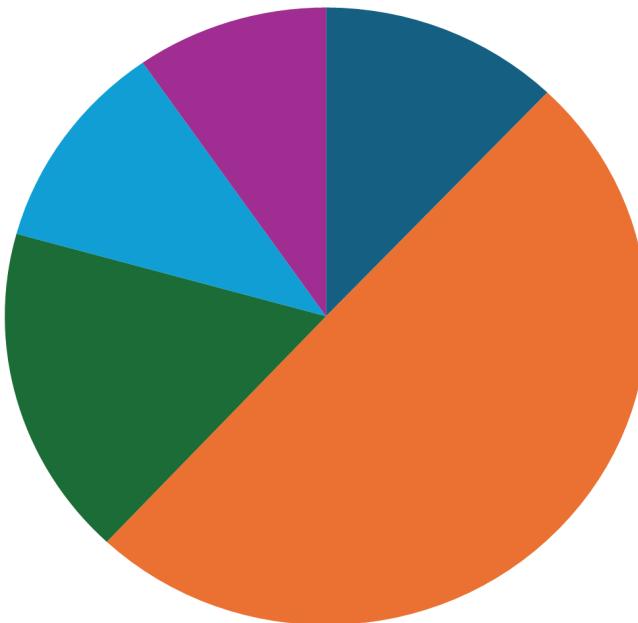
# Financial Statements

Our Alzheimer Society of Saskatchewan audited financial statements are available at: [alzheimer.ca/sk](http://alzheimer.ca/sk)



## 2024 – 2025 Revenue

- Provincial Government  
32% - \$1,220,260
- Donations and Fundraising  
65% - \$2,443,976
- Interest and Other  
3% - \$123,341



## 2024 – 2025 Expenses

- Administration and Governance  
12% - \$445,942
- Programs and Services  
50% - \$1,838,210
- Revenue Development  
17% - \$639,182
- Advocacy and Awareness  
11% - \$406,890
- Research  
10% - \$356,217



The Alzheimer Society of Saskatchewan is accredited by Imagine Canada for outstanding transparency and accountability. The Standards Program Trustmark is a mark of Imagine Canada used under licence by the Alzheimer Society of Saskatchewan.



# A Community of Support

Alzheimer *Society*  
SASKATCHEWAN  
**Learn More Live Well**