

# 2025 ANNUAL REPORT

## The Saskatchewan Association of Landscape Architects

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**The Saskatchewan Association  
of Landscape Architects**

P.O. Box 20015  
Cornwall Centre  
Regina, SK. S4P 4J7

# The Saskatchewan Association of Landscape Architects

## Annual General Meeting

Meeting Coordinates:

Topic: SALA Annual General Meeting

Time: Apr 7, 2025 12:00 PM Saskatchewan

Join Zoom Meeting

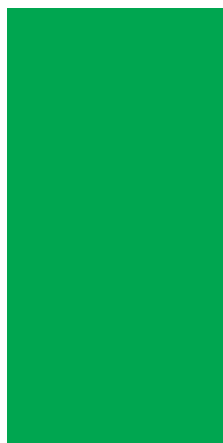
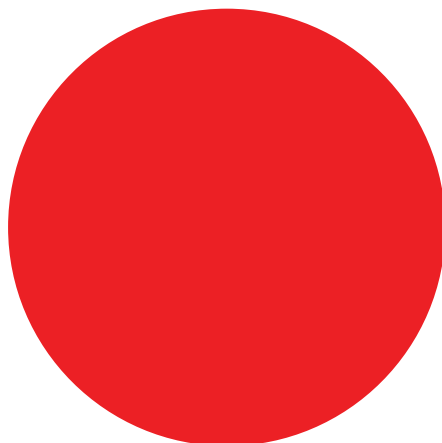
<https://us02web.zoom.us/j/83967625254?pwd=b9iWY-WQNMspUmaaFnp27dj3Hk8vX9y.1>

Meeting ID: 839 6762 5254

Passcode: 041406

Dial by your location

Find your local number: <https://us02web.zoom.us/j/kcoQvLjxwZ>



# AGENDA

|  |               |                     |
|--|---------------|---------------------|
| <b>1. CALL TO ORDER</b>  | Chair         | 5 minutes           |
| Meeting Protocols  |               |                     |
| <b>2. ESTABLISH QUORUM</b>   | Administrator | 2 minutes           |
| a) $39 \text{ Full} + 40 \text{ Full OoP} = 79 \times 33\% = 26$   |               |                     |
| <b>3. REVIEW &amp; APPROVAL OF AGENDA</b>  | Chair         | 2 minutes           |
| MOTION: To adopt the 2025 SALA Annual General Meeting Agenda   |               |                     |
| <b>4. APPROVAL OF THE 2023 AGM MINUTES</b>   | Chair         | 5 minutes           |
| MOTION: To adopt the minutes of the 2024 SALA Annual General Meeting   |               |                     |
| <b>5. PRESIDENT'S OVERVIEW</b>   | Chair         | 10 minutes          |
| <b>6. SALA COUNCIL REPORTS</b>   | Chair         | 10 minutes          |
| (a) The following written reports have been received and are attached to this document. No motion of acceptance is required. The motion of acceptance for items addressed in the Treasurer's Report will take place under Agenda Item 9. |               |                     |
| SALA President's Report  |               | Dominique Clincke   |
| SALA Secretary's Report  |               | David Murray        |
| SALA Treasurer's Report  |               | Alona Andreyenko    |
| Past President's Report  |               | Brad Wilson         |
| SALA Examining and Membership Committee  |               | David Powell        |
| SALA Associate Representative  |               | Ling Tian           |
| SALA Practice Review Committee   |               | Anna Ringstrom      |
| (b) Questions for Council  | Chair         | 10 minutes          |
| <b>7. SALA COMMITTEE REPORTS</b>   | Chair         | 10 minutes          |
| (a) The following written reports have been received and filed. No motion of acceptance is required.   |               |                     |
| Website  |               | Nola Stein          |
| Social Media   |               | Stephanie Wilkinson |
| Legislation (Self-Regulation)  |               | David Powell        |
| Academic Award   |               | Kathryn McCudden    |
| (b) Questions for Committees   | Chair         | 5 minutes           |
| <b>8. OTHER REPORTS</b>  | Chair         |                     |
| (a) The following written reports have been received and filed. No motion of acceptance is required.   |               |                     |
| Design Council Representative  |               | Michelle Tustin     |
| Landscape/Paysages   |               | Kyla Tulloch-Kowula |

## 9. NEW BUSINESS

(a) Financial Statement Alona Andreyenko 5 minutes

- i. MOTION: That the 2024 Financial Statements be approved.
- ii. MOTION: That the requirement of an audit for the year ending Dec 31, 2024 be waived.
- iii. MOTION: That SALA Council appoint Randall Edge, or someone with equivalent or higher qualifications to review financial statements.

(b) 2025 Operating Budget Alona Andreyenko 5 minutes

- i. MOTION: to adopt the 2025 proposed SALA Operating Budget

## 10. ADJOURNMENT OF AGM

Chair 1 minute

MOTION: To adjourn the 2025 SALA Annual General Meeting

# Table of Contents

|  |    |
|--|----|
| Zoom Meeting Link  | 2  |
| Agenda   | 3  |
| Minutes of the April 9, 2024 SALA Annual General Meeting | 6  |
| <b>SALA Council Reports</b>                              |    |
| President’s Report                                       | 9  |
| Secretary’s Report                                       | 11 |
| Treasurer’s Report                                       | 12 |
| Financial Statements                                     | 13 |
| Past-President’s Report                                  | 19 |
| Examining and Membership Committee Report                | 21 |
| Associate Representative Report                          | 22 |
| Practice Review Committee                                | 23 |
| <b>Committee Reports</b>                                 |    |
| Social Media Committee Report                            | 24 |
| Legislation (Self-Regulation) Committee Report           | 25 |
| SALA Academic Award Committee Report                     | 26 |
| <b>Other Reports</b>                                     |    |
| Design Council of Saskatchewan Representative’s Report   | 27 |
| Landscape/Paysages                                       | 28 |
| LACF Report  | 19 |
| Proxy Form   | 30 |

**MINUTES OF THE APRIL 9, 2024 SALA ANNUAL GENERAL MEETING**

| <b>In Person (38)</b> | <b>By Proxy (5)</b> | <b>Non-Voting (7)</b> |
|-----------------------|---------------------|-----------------------|
| Aaron Hirota          | Eddie Wu            | Brendan Garritty      |
| Alison Legault        | Marilyn Gould       | Henry Penner          |
| Alona Andreyenko      | Christine Bachinsky | Ingrid Thiessen       |
| Amanda Lang           | Gavin Wyman         | Ling Tian             |
| Andrea Kennedy        | Liz Wreford         | Pat Rediger           |
| Anna Ringstrom        |                     | Stephanie Klyne       |
| Bhavana Bonde         |                     | Stephanie Wilkinson   |
| Bill Gurney           |                     |                       |
| Blair Sivertson       |                     |                       |
| Bob Somers            |                     |                       |
| Brad Wilson           |                     |                       |
| Brian Nolan           |                     |                       |
| Chantal Alary         |                     |                       |
| Chris Sale            |                     |                       |
| Daryl Tyacke          |                     |                       |
| David Bodnarchuk      |                     |                       |
| David Murray          |                     |                       |
| David Powell          |                     |                       |
| Dominique Clincke     |                     |                       |
| Faye Langmaid         |                     |                       |
| Genevieve Russell     |                     |                       |
| Glen Manning          |                     |                       |
| Hrolfur Krisstinsson  |                     |                       |
| Jackie Wilkie         |                     |                       |
| Jaybee De Castro      |                     |                       |
| Jennifer Moore        |                     |                       |
| Kathryn McCudden      |                     |                       |
| Kyla Tulloch-Kowula   |                     |                       |
| Laureen Snook         |                     |                       |
| Luc Deniger           |                     |                       |
| Mark Bauche           |                     |                       |
| Michael Beresnak      |                     |                       |
| Michelle Tustin       |                     |                       |
| Nola Stein            |                     |                       |
| Steffi Baker          |                     |                       |
| Taylor LaRocque       |                     |                       |
| Trevor Tumach         |                     |                       |
| William Hrycan        |                     |                       |

## 1. CALL TO ORDER

### Meeting Protocols

Brad Wilson, President, called the meeting to order at 12:03 p.m. followed by a land acknowledgement. Voting is by yes or no buttons on participant's tab on the Zoom platform. Only full members vote on all motions. Associate, Student, Affiliate and Lifetime members do not vote.

## 2. ESTABLISH QUORUM

(a)  $35 \text{ Full} + 30 \text{ Full OOP} = 65 \times 33\% = 22$ ; Pat Rediger, Administrator, confirmed that there are 38 full members attending in person and there are five proxy votes for a total of 43 votes. Quorum was achieved.

## 3. REVIEW & APPROVAL OF AGENDA

**MOVED** by Bob Somers, seconded by Laureen Snook that the 2024 SALA Annual General Meeting Agenda be approved as circulated. **CARRIED**

## 4. APPROVAL OF THE 2023 AGM MINUTES

**MOVED** by David Powell, seconded by Jaybee De Castro, that the minutes of the 2023 SALA Annual General Meeting be approved as circulated with the following revisions:

- Kathryn McCudden be listed as a non-voting member
- That an extra word (board) on the Examining Committee report be removed

**CARRIED**

## 5. SALA COUNCIL REPORTS

(a) The following written reports have been received and filed. No motion of acceptance is required. The motion of acceptance for items addressed in the Treasurer's Report will take place under Agenda Item 8.

|  |                   |
|--|-------------------|
| SALA President's Report                        | Brad Wilson       |
| SALA Secretary's Report                        | Dominique Clincke |
| SALA Treasurer's Report                        | Alona Andreyenko  |
| Past President's Report                        | Laureen Snook     |
| SALA Examining and Membership Committee Report | David Powell      |
| SALA Associate Representative                  | Ling Tian         |
| SALA Practice Review Committee                 | Anna Ringstrom    |

Brad provided a verbal representation on his report.

There was no discussion on the reports.

## 6. SALA COMMITTEE REPORTS

(a) The following written reports have been received and are attached to this document. No motion of acceptance is required.

|                               |                     |
|-------------------------------|---------------------|
| SALA Website                  | Nola Stein          |
| Social Media                  | Stephanie Wilkinson |
| Legislation (Self-Regulation) | David Powell        |
| SALA Academic Award           | Kathryn McCudden    |

There was a discussion on the amount of the SALA Academic Award for this year. The committee reported that it was to be \$3,000, but the LACF report indicated that it was \$2,000.

## 7. OTHER REPORTS

(a) The following written reports have been received and filed. No motion of acceptance is required.

|                               |                     |
|-------------------------------|---------------------|
| Design Council Representative | Michelle Tustin     |
| Landscape/Paysages            | Kyla Tulloch-Kowula |

LACF

There was no discussion on the reports.

## 8. APPROVAL OF THE 2023 AGM MINUTES

### (a) Financial Statements

- i. **MOVED** by Alona Andreyenko, seconded by Kathryn McCudden, that the 2023 Financial Statements be approved. **CARRIED**
- ii. **MOVED** by Alona Andreyenko, seconded by Lauren Snook, that the requirement of an audit for the year ending Dec 31, 2023 be waived and that Randall Edge or someone with equivalent or higher qualifications review the financial statements. **CARRIED**

### (b) 2023 Operating Budget

- i. **MOVED** by Alona Andreyenko, seconded by Lauren Snook, that the 2024 proposed SALA Operating Budget be approved as presented. **CARRIED**

Bob Somers noted that the CSLA has funds available that might be available to assist SALA for government advocacy in 2024.

## 9. ELECTIONS TO COUNCIL (2 YEAR TERM)

- i. President  
Dominique Clincke allowed his name to stand for president and was acclaimed to the position.
- ii. Past President  
Brad Wilson allowed his name to stand and was acclaimed to the position.
- iii. Secretary  
Since Dominique Clincke resigned the secretary's position to become president, a vacancy was created at secretary. David Murray allowed his name to stand for secretary and was acclaimed to the position.
- iv. Treasurer  
Alona Andreyenko allowed her name to stand for the treasurer and was acclaimed to the position.
- v. Examining and Membership Committee Chair  
David Powell allowed his name to stand as the chair of the Examining and Membership Committee and was acclaimed to the position.
- vi. Practice Review Committee Chair  
Anna Ringstrom resigned her position as chair, Practice Review Committee. No members allowed their names to stand and the position remains vacant.
- vii. Associate Representative  
Ling Tian allowed her name to stand as the associate representative. This position is not elected, but appointed by the board. She will remain in this position.

Brad paid tribute to Lauren Snook for her years of service on Council.

## 10. ADJOURNMENT OF AGM

**MOVED** by Bob Somers that the 2024 SALA Annual General Meeting be adjourned at 12:47 PM. **CARRIED**



## SALA PRESIDENT'S REPORT

Greetings fellow SALA members. This, being my first year as president, was a bit of a learning year, but with the help of SALA Council members, and past president Brad Wilson, I made it through year one. Carrying on with some of our previous years' tasks, dealing with emerging issues, and pondering the future direction of the SALA has made for a busy, if not interesting year.

As a Council, we continue to work toward the promotion and advocacy of our profession within Saskatchewan, strengthening our role as an association and as a profession into the future. Our activities and events of 2024-25 and future priorities include:

### 2024-25 Accomplishments

In 2024-25, Council finalized and adopted the SALA Board Handbook for ongoing Council use (as a living document). This guide documents the tasks of each of the Board members enabling easier transitioning for new Board members in the future. Council adopted the CSLA SMART Guide as reference document for ongoing work planning (Specific, Measurable, Achievable, Realistic, and Time-Bound). The guide helps to manage the ongoing processes, keeping the workload in a manageable and focussed direction. We are nearing the completion of a File Retention Policy to help us manage our files ensuring files are maintained for the required time periods and disposed of appropriately. All of these activities will support the effective governance of the association.

### Board Training

Early in the year, Council went through some governance training led by Meredith Low Consulting and sponsored by the CSLA. The program included an evaluation of our governance documentation and our ongoing processes and provided some improvement recommendations, which we are working to implement.

### Inquiries

On an ongoing basis, the Council responds to inquiries from the CLSA, other component associations, the SALA membership and from external. Some are straightforward, some can be fairly complex. Nonetheless, they all contribute to the promotion and advocacy of landscape architecture in Saskatchewan.

### SALAd (SALA digest) Newsletter

Restarted just over a year ago, the SALAdigest newsletter is an opportunity to share with the membership, whether newsworthy or general curiosity. We hope you are finding it useful, and we are always looking for content contributions – no topic is too large or too small – particularly your favourite family recipes. How did you like my family's Dog Pie recipe? (Confused? See the Summer 2024 issue.)

### The CSLA

More and more, the Canadian Society of Landscape Architects (CSLA) is providing significant leadership and support for the SALA and other component associations.

Numerous committee work (with the SALA participation and with significant CSLA staff support) work to advance the profession across Canada to address emerging and priority topics. These include:

- Leadership Group
- Justice Equity Diversion and Inclusion (JEDI) Committee
- Reconciliation Advisory Committee
- The Canadian Landscape Standard
- Cultural Landscapes Legacy Collection
- LandADAPT Webinar Series
- The State of the Profession Report
- Compensation and Benefits Study
- Landscape Architecture in Canada – video series
- Business Continuity Training

Through leadership group meetings, we are able to learn about the similarities and differences across the country. It seems that the question of practice protection and practice over-lap are shared issues. There is an apparent lack of awareness of our professional scope, even within the general design community, and we will all need to educate our peers and clients as an ongoing activity. There are shared concerns that political changes to the south of us may impact industry trends, and that the lack of self-regulation legislation could impede inter-provincial trade.

## Justice Equity Diversity and Inclusion (JEDI) Committee

Many of the Council members also sit on other committees and are balancing the duties of those roles along with their role on Council.

I represent the SALA membership on the JEDI Committee. Over the past year the committee has worked on the Courageous Conversations initiative, Land Acknowledgment recommendations, SMART Goals recommendations, started an Inclusive Language Guide, and prepared a new Action Plan.

In the near future, the committee hopes to delve more into activating with the universities, establishing a networking/mentorship program, creating a JEDI case studies reference library, creating Code of Conduct statement recommendations, collaborating with the Reconciliation Advisory Committee (RAC), and establishing a training resource library.

My representation on JEDI was started as an interim role. While I have enjoyed the committee and its work, the position remains open to any SALA member looking for a way to contribute. Please reach out to me if you have any questions.

## Future Priorities

- Complete of the File Retention Policy
- Implement new Privacy Policy
- Implement new Code of Ethics
- Implement new file structure and search tool
- Train in financial literacy for nonprofit associations
- Establish Business Continuity protocols
- Establish the SALA Reconciliation Advisory Committee (RAC)
- Review website enhancement opportunities
- Research costs/implications of CLARB examinations
- Review feasibility/readiness of Self-Registration Legislation, move towards implementation if possible.

## Volunteering / SALA Positions

The SALA operates with the reliance of many dedicated volunteers, working Directors and Officers of Council and many other support roles including in Examining and Membership, Practise Review, Website, Social Media, Legislation, Academic Award, Design Council, Landscapes/Paysages, Design Council of Saskatchewan, Justice Equity Diversity and Inclusion, CSLA Awards of Excellence Jury, and the Canadian Landscape Standard. So many people are contributing in so many ways!

I extend my personal thanks to all of our volunteers for their contribution to the SALA! We couldn't exist without all your time and dedication!

I would also like to thank Pat Rediger, our administrator extraordinaire, who helps us in almost every facet of running the SALA, we couldn't accomplish early so much without your help!

There is always a need for new volunteers, as some existing volunteers look to take a break, or others' terms expire. Please consider where you might like to contribute to the SALA and contact us to find out more about the various positions or opportunities.

- The Practice Review Cttee is still seeking a chair
- The Legislation (Self-Regulation) Committee is seeking one additional member
- The Reconciliation Advisory Committee, as a potential new committee, needs members and a chair
- Other Cttees could be open to new/additional members, if interested

## We want to hear from you!

Throughout the year, Council regularly reminds itself that our "raison d'être" is for the benefit of the members and the profession as a whole. That is our litmus test. With that in mind, I invite you to contact us anytime you have any questions, suggestions or concerns to share with us. Perhaps there is an item in the AGM report that raises your curiosity and you want to share your thoughts.

**Submitted by,**  
**Dominique Clincke, SALA, CSLA, RPP**  
**SALA President**

## **SECRETARY'S REPORT**

It has been a productive year serving as secretary for the SALA, taking over from Dominique Clincke. I appreciate the foundation he laid and have endeavored to continue his work while bringing my own perspective to the role.

This year, the SALA Council was active in pursuing its strategic goals, and I was pleased to contribute to several key initiatives. I actively participated in council meetings, ensuring accurate records and timely distribution of information. I also attended meetings and coordinated with the AALA, fostering a strong working relationship between our organizations.

A significant focus of my efforts was contributing to the ongoing development and refinement of the SALA strategic plan. I provided input through discussions and collaborative sessions, helping to shape the direction of our organization. Additionally, I undertook the task of organizing and documenting the SALA's folder system, ensuring efficient information management and accessibility for all council members.

Moving forward, I aim to continue streamlining our administrative processes and supporting the council in achieving its objectives. I am committed to maintaining clear communication and fostering a collaborative environment within the SALA.

**Submitted by,  
David Murray  
SALA Secretary**

## TREASURER'S REPORT

Thank you for the opportunity to serve our organization as Treasurer.

In 2024, The SALA profited \$20,971.40 from income of \$50,803.46 less expenses of \$29,832.06.

2023 CSLA Congress, held in Saskatoon, brought SALA a profit of \$33,627.32; ½ of installment was received in 2023; the second half in 2024.

Expenses in 2024 included CSLA dues, DCS membership fees, general administration expenses, website hosting and management, accounting/legal expenses, administrative services, D&O insurance and bank/paypal charges.

The SALA didn't have any AGM related expenses in 2024, as meeting was online.

In 2024 SALA sponsored \$500.00 to DCS and donated \$2,000 to LACF Funds. In support to Cathedral Village project, initiated by City of Regina, SALA donated \$1,000 for tree planting. SALA Handbook, which incurred some additional administrative fees, has been also completed in 2024.

GIC #00159 matured in February 2024 at \$74,712.35 including interest income of \$2,281.35; upon maturity, the entire amount was transferred to operating account and new bonus rate GIC was purchased for two years term with the proposed value of \$81,587.75 at the maturity date in February 2026.

Flexible rate GIC #00191 was also purchased in Feb 2024 for the amount of \$20,000.00 with the proposed value of \$20,902.46 at the maturity date in February 2025.

Refer to Status of Accounts and Balance documents for more information.

Total SALA assets in the general account and GIC at the end of 2024 fiscal year are \$180,609.34 (from \$157,356.37 in 2023). Approximately 14.78% increase over 2023.

The 2025 budget anticipates several expenditures, including CSLA dues, money allocation for CSLA board meeting and congress, continued website hosting and development, membership in Saskatchewan Design Council, donations and sponsorships, administrative services, D&O insurance, as well as special projects, such as CSLA grant program, government relations consultant and code of ethics update, which weren't completed in 2024.

Attached is the following information as part of the Treasurer's Report for the fiscal year 2024/01/01 to 2024/12/31:

- 2024 Income Statement and Balance Sheet (2 pages);
- 2024 Status of Accounts (2 pages);
- 2025 Proposed Budget (2 pages).

As SALA is a registered non-profit corporation within the Province of Saskatchewan, our requirements are:

1. To prepare our financial statements in accordance with generally accepted accounting principles.
2. To have the financial statement signed by at least one director indicating the statements are approved by the directors.
3. The statements are to be accompanied by an auditor's report unless the members by 2/3's majority waive the audit requirement each year, in which case the financial statements shall be reviewed.
4. If the statements are reviewed instead of audited it will be necessary to send the review engagement report with the financial statement, unless the members resolve not to appoint a person to review the statements. If so, then neither an auditor's nor reviewers report is required.
5. Any audit or review engagement report is prepared by a professional accountant (CA, CMA or CGA), or a person approved by the Directors.

It is recommended that:

- This report be accepted as received;
- A motion be passed to waive the need for an audit for the year ending December 31, 2024;
- A motion be passed to appoint a person to review the financial statements;
- The 2025 proposed budget be adopted.

**Submitted by**  
**Alona Andreyenko, CSLA**  
**SALA Treasurer**

# SALA - Saskatchewan Association of Landscape Architects

## Income Statement

For the period ending December 31, 2024

Entity No.

205274

### Income

|                      |                      |           |                          |
|----------------------|----------------------|-----------|--------------------------|
| 1 Full Member        |                      | 21,043.66 |                          |
| 1b Life Member       |                      | 0.00      |                          |
| 2 Out of Province    |                      | 11,232.50 |                          |
| 3 Associate          |                      | 289.30    |                          |
| 4 Allied Affiliate   |                      | 600.00    |                          |
| 5 Student            |                      | 0.00      |                          |
| 6 Inactive Member    |                      | 120.00    |                          |
| 7 Application Fees   |                      | 480.00    |                          |
| 8 Other Income       | CSLA Congress Profit | 16,813.00 | 2/2 Installment          |
| 8a Miscellaneous     | General              | 0.00      | SALA Seals, Late Fees    |
| 8b Investment Income |                      | 0.00      | GIC                      |
| 8c Friends of SALA   |                      | 225.00    |                          |
| 9 L/P Magazine       |                      | 0.00      | Additional Subscriptions |
|                      |                      |           | <b>\$50,803.46</b>       |

### Expenses

|                                      |                           |            |   |
|--------------------------------------|---------------------------|------------|---|
| 11 CSLA Dues                         |                           | (8,899.80) |   |
| 12 L/P Magazine                      |                           | 0.00       |   |
| 14a CSLA BoD Meetings                |                           | 0.00       | Congress/VP                               |
| 14b SALA President @ CSLA Events     |                           | 0.00       | President's Round Table                   |
| 14c SALA Administrator @ CSLA Events |                           | 0.00       |   |
| 15 AGM                               |                           | 0.00       | AGM meals                                 |
| 16 General Administration            |                           | (393.95)   | Printing cost , postage, POB renewal etc. |
| 17 Miscellaneous                     | Website Hosting           | (1,692.75) | Evening Design Services                   |
|                                      | Design Council (DCS)      | (575.00)   | Membership Fees                           |
|                                      | DCS Sponsorship           | (500.00)   | (Bronze Sponsorship (1/2 payment)         |
|                                      | Donation                  | (2,000.00) | LACF                                      |
|                                      | Cont. Learning Prog.      | 0.00       |   |
| 18 Special Projects                  | Cathedral Village Project | (1,000.00) | Donation for tree planting                |
|                                      | SALA Handbook             | (3,330.00) |   |
| 19 Bank Charges                      |                           | 0.00       |   |
| 19b PayPal Charges                   |                           | (236.06)   |   |
| 20 Accounting / Legal                |                           | (75.00)    |   |
| 21 Administrative Services           |                           | (9,990.00) |   |
| 21b AGM Travel Expenses              |                           | 0.00       |   |
| 22 D&O Insurance                     |                           | (1,139.50) |   |
|                                      |                           |            | <b>(\$29,832.06)</b>                      |

### Net Income (Loss)

**\$20,971.40**

### Change in Cash

|                            |           |           |                           |                       |
|----------------------------|-----------|-----------|---------------------------|-----------------------|
| Bank Balance               | Beginning | 31-Dec-24 | <u>\$84,925.59</u>        | CIBC 88-15518 General |
| Add: Income (Loss)         |           |           | \$20,971.40               |                       |
| Add: GIC 00191 Purchase    |           |           | (\$20,000.00)             |                       |
| Bank Balance               | End       | 31-Dec-24 | <u><u>\$85,896.99</u></u> |                       |
| <b>Per Bank Statements</b> |           |           |                           |                       |
| Bank Balance               | End       | 31-Dec-24 | <u>\$85,896.99</u>        | CIBC 88-15518 General |
|                            |           |           | <u><u>\$85,896.99</u></u> |                       |

### Prepared By:

Alona Andreyenko

SALA Treasurer

12-Mar-25

Date

### Approved By:

Dominique Clincke

SALA President

12-Mar-25

Date

# SALA - Saskatchewan Association of Landscape Architects

## Balance Sheet

For the period ending December 31, 2024

Entity No.

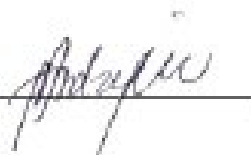
205274

| Assets                   |   |                      | 2023                 | 2024                 |
|--------------------------|---|----------------------|----------------------|----------------------|
| 1                        | CIBC 88-15518 General                   | \$ 85,896.99         |                      |                      |
|                          | Total Cash                              | <u>\$ 85,896.99</u>  | \$ 84,925.59         | \$ 85,896.99         |
| 2                        | CIBC GIC Investment 00139               |                      | \$ 72,430.78         |                      |
|                          | Maturity Feb 2024                       | \$ 74,712.35         |                      |                      |
|                          | Investment Income                       | \$ 2,281.57          |                      |                      |
|                          | Transferred to Op. Acc't                | <u>\$ 74,712.350</u> |                      |                      |
|                          | GIC 00205 Purchased Feb 2024            | \$ 74,712.35         |                      | \$ 74,712.35         |
|                          | CIBC GIC Investment 00191               |                      |                      |                      |
|                          | GIC Purchased Feb 2024                  | \$ 20,000.00         |                      | \$ 20,000.00         |
| 3                        | Accounts Receivable                     |                      | \$ -                 |                      |
| 4                        | Fixed Assets                            |                      |                      |                      |
|                          | Land, Building                          | None                 | \$ -                 | \$ -                 |
| 5                        | Other                                   |                      |                      |                      |
|                          | Equipment, etc.                         | None                 | \$ -                 | \$ -                 |
| 6                        | Total Assets                            |                      | <u>\$ 157,356.37</u> | <u>\$ 180,609.34</u> |
| <b>Liabilities</b>       |   |                      |                      |                      |
| 8                        | Accounts Payable                        |                      | \$ -                 | \$ -                 |
| 9                        | Other Current Liabilities               |                      | \$ -                 | \$ -                 |
| 10                       | Loans                                   | None                 | \$ -                 | \$ -                 |
| 11                       | Long Term Liabilities                   | None                 | \$ -                 | \$ -                 |
| <b>Surplus (Deficit)</b> |   |                      |                      |                      |
| 12                       | Balance Forward                         | 31-Dec-23            | \$ 157,356.37        | \$ 157,356.37        |
|                          | Add:                                    | Net Gain (Loss)      | <u>\$ 2,281.57</u>   |                      |
|                          |   |                      | \$ 159,637.94        |                      |
|                          | Add:                                    | Net Income           | <u>\$ 20,971.40</u>  |                      |
|                          | Balance End of Year                     | 31-Dec-24            | <u>\$ 180,609.34</u> | \$ 180,609.34        |
| 13                       | Total Liabilities and Surplus (Deficit) |                      | <u>\$ 157,356.37</u> | <u>\$ 180,609.34</u> |

Prepared By:

Alona Andreyenko

SALA Treasurer



Approved By:

Dominique Clinche

SALA President



**SALA TREASURER'S REPORT FOR FISCAL YEAR 2024**  
as prepared for the 2025 AGM

**Status of Accounts - Representing all of SALA Assets**  
For the Period ending 31 December 2024

| ACCOUNT                                    | 2022                 | 2023                 | % of Total    | 2024                 | % of Total    | Gain/ Loss         | % Change      |
|--|----------------------|----------------------|---------------|----------------------|---------------|--------------------|---------------|
| <b>CIBC</b>                                |                      |                      |               |                      |               |                    |               |
| Bank Accts / Accts Receivable <sup>1</sup> | \$ 72,364.73         | \$ 84,925.59         | 54.0%         | \$ 85,896.99         | 47.6%         | \$ 971.40          | 1.14%         |
| GIC #00159 Flexible Rate <sup>2,3</sup>    | \$ 72,178.16         | \$ 72,430.78         | 46.0%         | \$ 74,712.35         | 41.4%         | \$ 2,281.57        | 3.15%         |
| GIC #00191 Flexible Rate <sup>4</sup>      |                      |                      |               | \$ 20,000.00         | 11.1%         |                    |               |
| <b>TOTAL</b>                               | <b>\$ 144,542.89</b> | <b>\$ 157,356.37</b> | <b>100.0%</b> | <b>\$ 180,609.34</b> | <b>100.0%</b> | <b>\$ 3,252.97</b> | <b>14.78%</b> |

**NOTES:**

1 - SALA CIBC bank account. The year-end balances for 2022 and 2023 have been included for comparison purposes. The account handles the expenses related to day-to-day operations of SALA

2 - In 2022 and 2023, the GIC#159 was automatically renewed for another term with the base amount and the interest income of \$253.12 and \$252.62 accordingly.

3 - The GIC#159 matured in February 2024, and the entire amount, including interest of \$2,281.57, was transferred to operating account, and further, was used to purchase new GIC #00205 for two years term.

4 - Income from CSLA Congress, held in Saskatoon in 2023, was partially used to purchase flexible rate GIC #00191 with maturity date in Feb 2025.

**SALA TREASURER'S REPORT FOR FISCAL YEAR 2024**  
as prepared for the 2025 AGM

**Status of Accounts - Representing all of SALA Assets**

**Proposed Allocation of Funds**

| <b>ACCOUNT</b>                             | <b>Balance Dec<br/>31, 2024</b> | <b>Balance Feb<br/>28, 2025</b> | <b>Proposed<br/>Balance</b> | <b>Notes for Use</b>                                    |
|--|---------------------------------|---------------------------------|-----------------------------|---|
| <b>Existing CIBC</b>                       |                                 |                                 |                             |   |
| Bank Accts / Accts Receivable <sup>1</sup> | \$ 85,896.99                    | \$ 105,911.98                   | \$ 105,911.98               | Balance to ensure payment of 2025 budget expenses, etc. |
| GIC #00205 Bonus Rate <sup>2</sup>         | \$ 74,712.35                    | \$ 74,712.35                    | \$ 74,712.35                |   |
| GIC #00191 Flexible <sup>3</sup>           | \$ 20,000.00                    | \$ 20,902.46                    | \$ 20,902.46                |   |
| <b>Total Existing CIBC</b>                 | <b>\$ 180,609.34</b>            | <b>\$ 201,526.79</b>            |                             |   |
| <b>Proposed Products</b>                   |                                 |                                 |                             |   |
|  | \$ -                            | \$ -                            |                             |   |
| <b>Total Allocated Assets for 2025:</b>    |                                 |                                 | <b>\$ 201,526.79</b>        |   |

**Prepared By:**

Alona Andreyenko

SALA Treasurer

12-Mar-25

Date

**Approved By:**

Dominique Clincke

SALA President

12-Mar-25

Date

**NOTES:**

1 - CIBC General operating account

2 - GIC#00159 matured in Feb 2024. Upon maturity, entire amount of \$74,712.35, including interest income, was deposited into operating account and new GIC #00205 was purchased for 2-year term with 4.5% interest rate.

3 - In Feb 2024, new GIC#00191 was purchased for the amount of \$20,000. Upon maturity in Feb 2025, entire amount, including interest income, was automatically renewed for another year with projected interest income of \$418.05 in Feb 2026.



# SALA TREASURER'S REPORT FOR FISCAL YEAR 2025

## 2025 Proposed Operating Budget for Approval at AGM

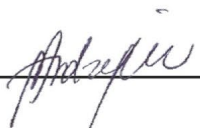
### Revision 1

|  | Actual<br>2024                         |                      | Proposed<br>2025 |                       |
|--|--|----------------------|------------------|-----------------------|
| Income   |  |                      | For Approval     |                       |
| <b>1</b> Full Member   | \$562.00                               | \$21,043.66          | 34               | \$583.00 \$19,822.00  |
| <b>1b</b> Life Member  | \$0.00                                 | \$0.00               | 10               | \$0.00 \$0.00         |
| <b>2</b> Out of Province   | \$310.00                               | \$11,232.50          | 33               | \$310.00 \$10,230.00  |
| <b>3</b> Associate   | \$131.50                               | \$289.30             | 2                | \$136.75 \$273.50     |
| <b>4</b> Allied Affiliate  | \$100.00                               | \$600.00             | 6                | \$100.00 \$600.00     |
| <b>5</b> Student   | \$20.00                                | \$0.00               | 0                | \$20.00 \$0.00        |
| <b>6</b> Inactive  | \$40.00                                | \$120.00             | 4                | \$40.00 \$160.00      |
| <b>7</b> Application Fees  | \$40.00                                | \$480.00             | 2                | \$40.00 \$80.00       |
| <b>8a</b> Miscellaneous  |  | \$0.00               | 0                | \$25.00 \$0.00        |
| <b>8b</b> Investment Income 00159                                |  | \$0.00               |                  | \$0.00                |
| <b>9</b> L/P Magazine  |  | \$0.00               | 0                | \$16.80 \$0.00        |
| <b>10a</b> Sponsorship/Advertising                               | \$225.00                               | \$225.00             | 1                | \$225.00 \$225.00     |
| <b>10b</b> CSLA Congress Profit (2/2 installments)               |  | \$16,813.00          |                  | \$0.00                |
| <b>Total Income</b>  |  | <u>\$50,803.46</u>   |                  | <u>\$31,390.50</u>    |
| <b>Expenses</b>  |  |                      | Estimated        |                       |
| <b>11</b> CSLA Dues: Full + GST                                  | Payment                                | (\$8,820.00)         | 35               | \$273.00 (\$9,555.00) |
| <b>12</b> CSLA Dues: Associates + GST                            | Payment                                | (\$63.00)            | 2                | \$36.75 (\$73.50)     |
| <b>13</b> CSLA Dues: L/P Magazine                                | Payment                                | (\$16.80)            | 1                | \$16.80 (\$16.80)     |
| <b>14a</b> SALA Board Rep at CSLA Board Meetings                 |  | \$0.00               |                  | (\$200.00)            |
| <b>14b</b> SALA President at CSLA Events (Congress, Round Table) |  | \$0.00               |                  | (\$1,200.00)          |
| <b>14c</b> SALA Administrator at CSLA Event                      |  | \$0.00               |                  | \$0.00                |
| <b>15</b> AGM  | on-line /remote                        | \$0.00               |                  | on-line/remote \$0.00 |
| <b>16a</b> General Administration                                |  | (\$393.95)           |                  | (\$450.00)            |
| <b>16b</b> Postage/Shipping for Certificates & Seals             |  | \$0.00               |                  | (\$50.00)             |
| <b>16c</b> Admin.Reimbursement to Comm Members                   |  | \$0.00               |                  | (\$50.00)             |
| <b>17</b> Miscellaneous:   |  |                      |                  |                       |
|  | Website Hosting & Management           | (\$1,692.75)         |                  | (\$2,000.00)          |
|  | Donations/Sponsorships/Gifts           | (\$500.00)           |                  | (\$2,000.00)          |
|  | Design Council Membership              | (\$575.00)           |                  | (\$575.00)            |
|  | Continuous Learning Program            | \$0.00               |                  | (\$500.00)            |
|  | SALA - LACF Fund Donation              | (\$2,000.00)         |                  | (\$2,000.00)          |
| <b>18</b> Special Projects                                       |  |                      |                  |                       |
|  | Cathedral Village Project              | (\$1,000.00)         |                  | \$0.00                |
|  | CSLA Grant Program                     | \$0.00               |                  | (\$4,000.00)          |
|  | SALA Handbook                          | (\$3,330.00)         |                  | \$0.00                |
|  | Code of Ethics                         | \$0.00               |                  | (\$1,000.00)          |
|  | Legislation: Gov. Relations Consultant | \$0.00               |                  | (\$12,000.00)         |
| <b>19a</b> Bank Charges  |  | \$0.00               |                  | \$0.00                |
| <b>19b</b> PayPal  |  | (\$236.06)           |                  | (\$300.00)            |
| <b>20</b> Accounting / Legal                                     |  | (\$75.00)            |                  | (\$100.00)            |
| <b>21a</b> Administrative Services                               |  | (\$9,990.00)         |                  | (\$10,000.00)         |
| <b>21b</b> AGM Travel Expenses - Administrator                   | in line 15                             | \$0.00               |                  | \$0.00                |
| <b>22</b> D&O Insurance  |  | (\$1,139.50)         |                  | (\$1,200.00)          |
| <b>Total Expenses</b>  |  | <u>(\$29,832.06)</u> |                  | <u>(\$47,270.30)</u>  |
| <b>Net Gain (Loss)</b>   |  | <b>\$20,971.40</b>   |                  | <b>(\$15,879.80)</b>  |
| <b>Money allocated from operating account</b>                    |  |                      |                  | \$16,000.00           |
| <b>Net Gain (Loss) at the end of 2025</b>                        |  |                      |                  | <u>\$120.20</u>       |

**Prepared By:**

Alona Andreyenko

SALA Treasurer



12-Mar-25

Date

**Approved By:**

Dominique Clincke

SALA President



12-Mar-25

Date

## NOTES - 2025 Proposed Budget

### Income (Actual for 2024, Proposed for 2025)

|          |  |
|----------|--|
| 1        | Full Member dues for 2024 were \$562.00: \$252.00 submitted to CSLA for their dues which include Landscapes/Paysages magazine, and remainder is used by SALA for operating expenses. Full Member dues for 2025 are increased to \$583.00.  |
| 1b       | Life members are not charged annual dues.  |
| 2        | Out of Province Member dues for 2023 were \$310.00. \$310.00 is used by SALA for operating expenses. Out of Province members submit their CSLA dues via other component organizations. No change is proposed for 2025.   |
| 3        | Associate Member dues for 2024 were \$131.50 which includes L/P Magazine subscription. \$31.50 submitted to CSLA and \$100 is used by SALA for operating expenses. Associate Member dues for 2025 are increased to \$136.75.   |
| 4        | Allied Affiliate Member dues for 2024 were \$100 plus \$16.80 for an L/P Magazine subscription, if desired. \$100.00 is used by SALA for operating expenses. No change is proposed for 2025.   |
| 5        | Student Membership Fees for 2024 were \$20 which include a subscription to L/P Magazine. No change is proposed for 2025.   |
| 6        | Inactive Membership / Leave of Absence Fee for 2025 is \$40. One must send a letter to the Board requesting a leave of absence.  |
| 7        | Application Fees for 2024 are \$40 for full memberships and \$20 for all other categories. The number of applications vary from year to year and we have estimated 2 for 2025.   |
| 8a/<br>b | Miscellaneous income such as late fees and rubber stamps are not considered a regular source of income. However, interest earned (yearly) from SALA's GIC investments is identified as a source of income. GIC #159 has matured on February 2024, and entire amount, including earned interest, was transferred to operational account and new GIC #00205 was purchased for 2 years term. Additionally, flexible rate GIC 00191 was purchased from CSLA Congress income. |
| 9        | L/P Magazine income does not generate additional funds for SALA, as any funds received are paid to outside sources.  |
| 10       | Friends of SALA Sponsorship.   |

### Expenses (Actual for 2024, Estimated for 2025)

|           |  |
|-----------|--|
| 11        | CSLA dues for full members in 2024 were \$240 plus \$12 GST for a total of \$252.00 and include subscription costs to L/P Magazine. CSLA dues for 2025 were increased to \$260 plus \$13 GST. Out of Province members are required to pay their CSLA dues through another component organization.  |
| 12        | CSLA dues for associate members in 2024 were \$30 plus \$1.50 GST for a total of \$31.50. CSLA dues in 2025 have increased to \$35.00 plus \$1.75 GST.   |
| 13        | CSLA fees for L/P Magazine 2023 were \$16.00 plus \$0.80 GST for a total of \$16.80.   |
| 14a<br>/b | CSLA President's Roundtable Meeting expense represents all costs related for the SALA President's attendance at the Roundtable Meeting typically held during the annual CSLA Congress. This may include travel, hotel, meals and other incidental costs. The BoD Meeting expense represents incidentals for the representative, as travel and hotel is paid for by the CSLA. |
| 15        | AGM expense is for all costs related to holding SALA's required Annual General Meeting. This includes the cost of rental (if any), catering, and printing of necessary materials. 2024 and 2025 AGM meetings are hosted online.  |
| 16a       | General Administration expenses represent all costs related to normal day to day operation of SALA's offices. This may include phone, postage, courier, printing, PO Box rental and other incurred expenses.   |
| 16b       | Postage/Shipping for Certificates costs have been included in General Administration.  |
| 16c       | Administration Reimbursement to Membership allows members to be reimbursed for periodic costs for items such as printing, etc. for their work on SALA committees or initiatives.   |
| 17a       | Miscellaneous expenses include: costs to maintain our Website (hosting / year, domain registration / 3 years and general maintenance), Donations / Gifts / Sponsorships (as approved), Design Council Membership (yearly), Continuous Learning Program and SALA donation to the SALA-LACF student fund to increase its capital value.  |
| 18        | Special projects for 2025 include: matching funds for CSLA Grant Program, government relation services in support of legislation and update of Code of Ethics with professional input. Initiative of the governance committee to update SALA's governance documents.   |
| 19a<br>/b | Bank Charges are those costs charged by the CIBC to maintain our business operating account, including a monthly account fee, and per item transaction fees, and costs for allowing members to pay annual dues via PayPal.   |
| 20        | Accounting / Legal expenses are those costs related to the review/audit of in-house prepared income statements and balance sheets by an outside service (if required). It also includes SALA's legal requirement to file annual returns to ISC and the bylaw review initiative (2021).   |
| 21a       | Administrative Services - Pat Rediger, anticipated \$700 plus tax per month for the year and \$200 plus tax quarterly for SALA newspaper.  |
| 21b       | Admin Travel for AGM (no travel in 2024 or 2025).  |
| 22        | Directors and Officers liability insurance.  |

## PAST-PRESIDENT'S REPORT

2024 marked my first year in the past president position. I would like to take a moment and thank Lauren Snook for her many years spent on SALA Council. She has had a profound impact on the association and continues to be involved at the national level.

My role with the SALA continues to involve attending council meetings and working with the council members to advance our association and advocate for our profession. The new part to my role was becoming a member of the CSLA Board of Directors. In this position I put aside my SALA hat and focus on CSLA initiatives and objectives. My first task was to complete the board orientation and attend the newly implemented Board Training program to learn about the new role and good governance as a member on the CSLA board.

Throughout the year, the board of Directors met two times in person for two-day meetings.

- May 28/29 in Winnipeg (prior to Congress)
- November 18/19 in Ottawa

I also attend the Leadership Meetings which include the CSLA Staff and Board, CSLA National committee chairs, component association presidents and staff.

- May 30 in Winnipeg (prior to Congress)
- November (Virtual - I was unable to attend)
- February 2025.

As a CSLA Board member, I am required to be a champion for one of the CSLA Committees. I have taken on the role of Board Champion for the Canadian Landscape Standard (CLS) Committee. This committee meets virtually I am lucky enough to have two SALA colleagues on the committee in William Hrycan and Lauren Snook. Lauren was voted in by the CSLA Board as the new co-chair of the CLS – congratulations to Lauren for this appointment.

The CLS committee is a passionate group of people from the Canadian Nursery Landscape Association (CNLA) and the CSLA that are tasked with evolving and promoting the document. The committee is planning updates over the next couple of years to Section 9 Maintenance, Section 10 Irrigation, Section 11 IPM-IVM, and Section 12 Hardscapes. We will also be reviewing the style guide to enhance the look of the document and to ensure consistency within formatting.

CLS committee meetings:

- August 28, 2024
- October 9, 2024 (unable to attend)
- November 27, 2024
- January 15, 2025
- February 19, 2025

See below for a breakdown of CSLA activities throughout the 2024 year (detailed by Michelle Legault).

- **Launch of the 90th anniversary:** Celebrating the Past, Imagining the Future: activities included a logo to mark the anniversary in 2024, launch of a historic timeline on the CSLA website, CSLA-Board subsidized gala tickets at the 2024 CSLA-MALA Congress, commemorative issue of LP magazine, Congress panel exploring the future of the profession with recognition award winners, digitization of archives, such as Linda LeGeyt's oral history series from the 90s, making audio tapes of 'Portraits of a Profession' available publicly, video series by Ron Williams (launched beginning of October), and the launch of the cultural landscapes collection.
- **Launch of Courageous Conversations series** (at Winnipeg Congress in person, and virtually in December 2024): Courageous Conversations is an event which gives us the opportunity to explore the meaning of Justice, Equity, Diversity, and Inclusion freely and candidly in landscape architecture. Courageous Conversations are intended to provide a safe space to share our experiences, our worries, our thoughts, and ideas of actions. These conversations will be held virtually and in-person going forward, with the next edition planned at the 2025 Congress in Ottawa.
- **2024 Governor General's Medal in Landscape Architecture** was awarded to Claude Cormier on the first anniversary of his passing with a ceremony recently held at Rideau Hall in January 2025.
- The **State of the Profession report** was launched in the Spring. The Report Presents Data to Inform Advocacy, Support and Quantify the Profession's Impact on Canadian Society.

- **Compensation and Benefits Survey** was undertaken, and results will be circulated shortly. (Updated from 2019)
- **Policy work** for CSLA continued, including an employee manual and defining benefits for staff, a more defined committee manual with information on roles and responsibilities, a policy on charitable donations, on the use of photographs, on conflict of interest for the congress planning committee, improvements to the dues and insurance policies, the board manual, and a re-write of the communications strategy.
- CSLA was awarded **230k in funding from NRCAN** over the next two years to undertake climate education for landscape architects. A series of webinars kicked off in the Fall of 2024.
- This funding allowed us to **leverage our staffing dollars**, and promote Katherine Velluso to a new position of Officer, Awards and Honours and Congress Management. Rebecca Riordon was hired to replace Katherine as Communications Coordinator. Rebecca was previously employed with Dalhousie University working in fundraising. Going forward, Katherine will be managing all the Congress logistics as well as the CSLA and LACF awards, honours, grants and scholarships programs, which have become much more robust in the past years.
- The Hon. Murray Sinclair and Niigan Sinclair were made **CSLA Honourary Members** to recognize their work in promoting Truth and Reconciliation in Canada.
- A very successful **Leadership Group** meeting was held in Winnipeg where there was a great focus on threats to the profession nationally and the coordinated response.  
NOTE: CSLA is taking a much more active role in supporting components with their governance, their development, their collaboration with each other. Much of this work is happening via our Leadership Group, but also, as an added responsibility for the Executive Director.
- A guide to using **SMART goals** was approved and distributed, and all components were asked to use SMART goals in their association as a governance principle.
- CSLA's previous **Municipal Roundtable on Climate Adaptation**, which was a community of practice for municipally-employed LAs working in climate, was expanded with renewed membership, and a focus on municipal issues beyond climate-related ones.
- The Accreditation Council put in place a **training program** for volunteers who serve as evaluators of programs across the country.
- The CSLA sponsored a series of **board training** opportunities for components as well as for the CSLA board.
- The **Canadian Landscape Standard launched a revised version of the soils** section in June. It was commissioned by CSLA and Vineland Research Laboratories developed the new section based on a national consultation.
- An **Artificial Intelligence network was launched** to explore its impact on the profession.
- Joint **Letter of Municipal Bylaws for Biodiversity** with the Canadian Wildlife Federation, the David Suzuki Foundation, and environmental advocate Lorraine Johnson on a joint letter addressing the need for municipal bylaw reforms to support biodiversity. The media response to the letter was overwhelming.
- A **100th anniversary task force** was established to begin planning the celebrations to be held in 2034.
- Funding was allocated for travel grants to help students attend **LABash 2025** at the University of Guelph, where CSLA will host a joint booth with OALA, and where the CSLA President Catherine Berris will give a presentation.

#### Upcoming CSLA Events:

- **CSLA AGM** on May 1, 2025
- The **2025 CSLA-OALA Congress** will be held in Ottawa from June 5-7.
- The **2026 CSLA-APALA Congress** will be held in Halifax at the Marriott Waterfront from June 3-6, 2026.

The CSLA has had a productive year, dedicated to enhancing and advocating for the profession. If you have any concerns or questions, please reach out to the SALA Council to bring them to the national board's attention.

**Submitted by  
Brad Wilson**

## **EXAMINING AND MEMBERSHIP COMMITTEE REPORT**

In 2024, the Examining and Membership Committee reviewed 9 applications and submitted recommendations to Council as follows.

### **Full Member:**

Andrew Danielson (who applied as Out of Province, but was recommended as Full since he now works in Saskatchewan)

### **Full Member – Out of Province:**

- Wayne Swanton
- Blaise Lachiver
- Marie Lachiver

### **Associate:**

- Pranshul Dangwal

### **Affiliate:**

- Moghis Sadiq

Welcome and congratulations to all new members!

The online application process appears to be functioning reasonably well. Some modifications have been made to allow better administration of membership lists, and further adjustments will occur to allow tracking the application process.

Review of the existing membership policy continues into 2025. This will include comparison with other CSLA component association categories, confirmation of current membership categories, consideration of a possible "Retired" membership category with both active and inactive subcategories, plus review of existing procedures.

Thanks to Hrolfur Kristinsson Jaybee DeCastro, and Michael Beresnak, who continue to serve effectively as committee members.

### **Submitted by**

**David Powell**

**Examining and Membership Committee Chair**

## **ASSOCIATE REPRESENTATIVE'S REPORT**

More people joined SALA in the year 2024, including associate members.

As associate members, one goal is to work hard to become full members. It is important to continue practicing on landscape projects guided by mentors. LARE preparation also provides excellent learning resources.

Thanks to mentors who help us to grow! Also, thanks to CSLA, we have access to ASLA online learning for LARE Prep Week in May and June 2024! These are excellent learning opportunities.

### **Submitted by**

**Ling Tian**

## **PRACTICE REVIEW COMMITTEE'S REPORT**

The year 2024 was relatively quiet for the Practice Review Committee, mostly because the work of setting up the Continuous Learning Program is complete and the first year of mandatory participation has passed. The CLP is now in a maintenance pattern; it seems to be running as it was intended, with a reduced need for administrative time and effort. Unlike the previous year, there were few queries to answer from SALA members and smaller technical or administrative matters to attend to. SALA members appear to support the program and understand how it works and how to log their learning credits. Pat Rediger, SALA Executive Director, routinely adds reminders to the SALA newsletters, reminding members to log their learning credits, and also conducts correspondence with non-compliant members. This is enormously helpful.

The Committee has been without a Chair since the last SALA AGM, so it was also decided not to take on any additional responsibilities during 2024. Committee members met to review compliance early in 2025 and were glad to witness far more members had submitted their required credits by the January 31st deadline.

We continue to work with Nola to add learning opportunities to the SALA website as we see events we think might be of interest to our membership. I wish to thank my fellow members of the Practice Review Committee for their time and support, especially Genevieve for her administrative prowess and Blair for his continued enthusiasm for virtual learning; it's good to be surrounded by wise and committed people. If anyone would like to join us as Chair this year, please feel free to reach out to any of us to ask us questions regarding the role. I can promise we're good company.

### **Submitted by**

**Anna Ringstrom, for the rest of the PR Committee:**

**Genevieve Russell**

**Blair Sivertson**

**Mark Bauche**

## **SOCIAL MEDIA COMMITTEE'S REPORT**

There are no major updates from the last AGM on the social media content. The Facebook page has 137 people following the page, and the Instagram account has 303 followers.

Moving forward we would like to continue to create new and interesting posts relevant to our field and to our province. Some ideas are as follows:

- Re-post CSLA content on National Landscape Projects that could be informative to Saskatchewan.
- Participate in the WLAM Campaign Collaboration with CSLA
- "Showcase Parks" have at minimum one park per month showcased, include park name, location, design team, year constructed, etc.
- CSLA Webinars for continued learning

Once again, I ask that SALA Members submit your projects with a quick bit of information and a few images so that we can have a better representation of projects from all of Saskatchewan.

### **Links to SALA Social Media**

Facebook: <https://www.facebook.com/SaskLandscapeArchitects/>

Instagram: <https://www.instagram.com/sasklandscapearchitects/>

If there are any other ideas that members have, or if anyone else is interested in helping create posts and be an administrator, please do not hesitate to contact either Nola Stein or myself to discuss further.

### **Submitted by**

**Stephanie Wilkinson**

**Social Media Team Administrator**



## **LEGISLATION (SELF-REGULATION) COMMITTEE'S REPORT**

This committee has been inactive over the last year. Our intent remains to determine options and re-initiate contact with government. Support from committee members Dominique Clincke and recent new volunteer William Hrycan will help determine a framework for engagement with relevant agencies.

Progress towards objectives remains limited:

- With the 2024 provincial election completed, contact with government is now practical.
- We need to re-open contact with the SaskBuilds and Procurement Ministry or its successor. This agency is the successor to the ministry we previously dealt with, and administers The Architects Act and The Interior Designers Act.
- We will re-evaluate engaging a government relations firm to act on our behalf with government, while investigating potential financial support for that from CSLA.

Planned activities remain the same:

- Follow-up contact with SaskBuilds.
- Complete updated material to enhance our submission documents, and confirm these are still on file with government officials. This will address topics such as: economic impact of a competitive disadvantage to our members, critical examples of risk to public safety, and membership numbers compared to other professions.
- Work with the Practice Committee for consistency in new and updated policies that will support self-regulatory status.
- Contact AALA and MALA to review the language of their submissions for legislated status and any experience using a lobbyist to forward legislation efforts.
- Refresh our contacts with related professions regarding to letters of support.
- Put together a strategy to pursue our legislative aim. Reconsider whether engaging a lobbyist is practical, and identify other approaches to spread our message to politicians.
- Encourage members to engage with provincial politicians regarding our profession and the need for legislation, as practical. Support this effort by making available basic background and discussion points.

**Submitted by**

**David Powell**

**Legislative Committee Chair**

## **ACADEMIC AWARD COMMITTEE'S REPORT**

Thanks to the generous support of all SALA members who regularly donate and who supported the "Double Dollars for Scholars" funding drive in 2022, this year we were again able to offer an award of \$3,000 to help support students who need to travel out of Saskatchewan to pursue studies in landscape architecture.

This year we received several applications of merit, and the selection proved to be a difficult choice for the committee. After much discussion, we elected to advise that this year the award be split equally between Vincent Morelli and Cole Bisonnette. Splitting the award in this manner has a precedent in the SALA Award's history, and felt like the appropriate choice not only because both recipients were deserving and full of promise, but also because the applicants are members of the same cohort at school, and SALA is an association which values collegiality amongst our community.

Both Vincent and Cole are now nearing the completion of their first year in the MLA program at the University of British Columbia. Both their applications indicated a rich experience that prepared them to enter these studies with a strong base of knowledge that will aid and enhance their education and future careers.

Vincent Morelli holds a Bachelor of Science in Geography with a minor in Geology from the University of Regina. His strong academic performance is enhanced by a diverse work portfolio which includes cartography as well as landscape construction. Vincent also has significant ties to the Saskatchewan Soccer Association, and has worked as a referee and volunteer coach and mentor for many years. His experience in mapping and geographic interpretation, as well as his outstanding commitment to community recreation impressed the committee members.

Cole Bisonnette holds a Bachelor of Arts Honours in Urban and Regional Planning from the University of Saskatchewan, where his talent for drawing and aptitude for planning and studio work stands out on his transcripts and impressed the committee. Notable too is his longstanding employment with the City of Swift Current, where for the last seven years he has worked in landscape maintenance in various capacities (including as Assistant Arborist) and volunteered with the City's annual "Go Green Friday" event. His care for and active stewardship of his home community of Swift Current was evident in his application.

Over the course of the fall, SALA Council and the LACF ratified the Committee's recommendation, and Cole and Vincent were each awarded \$1,500 in support of their continuing studies. They were also recognized as the SALA Award co-recipients at this year's virtual CSLA/LACF recognition event on February 6th, 2025, where they thanked SALA and the CSLA for the support.

Thank you to all committee members, whose review and input in the selection process is essential. A particularly large thank you is merited by David Powell and Ingrid Thiessen, who after have indicated their interest in retiring from the SALA Academic Award Committee. Please join me in offering them sincere thanks for their many years of unfailing dedication, thoughtfulness and service to the SALA Academic Award.

Thank you as well to Will Oddie and Nola Stein, who remain on the committee in order to provide a coherence and stability to our reviews and recommendations.

We welcome Amanda Lang, a former SALA Academic Award recipient, who joined the committee this fall. We also invite new members to the committee to help fill the positions that Ingrid and David have left. Please don't be intimidated by how big their shoes are, and don't hesitate to reach out if you are interested in joining.

### **Submitted by**

**Kathryn McCudden, CSLA, SALA**

**Chairperson, SALA Academic Award Committee**

**For committee members Will Oddie, Amanda Lang, Nola Stein, David Powell, Ingrid Thiessen**

## DESIGN COUNCIL OF SASKATCHEWAN

The Design Council of Saskatchewan (DCS) has focused much of its time and energy since Design Week 2023 on internal coordination and is working towards continued membership in various component organizations, and additional initiatives towards public outreach campaigns.

Work has already begun organizing for Saskatchewan Design Week 2025, which will be hosted in person for November 5-8, 2025.

DCS has hired a new Executive Director, Hilarey Cowan, to assist with organization, registration, record keeping and sponsorship drive. The executive director role provides valuable work with our group and will be assisting with (among other things):

- Keeping ISC registration active;
- Exploring options for required insurance policies;
- Assistance with financials reporting;
- Overseeing sponsorship campaign;
- Overseeing funding opportunities;
- Website structure and streamlining submissions;
- Award adjudication and speaker coordination;
- Sub-committee structure and composition

Several goals exist for DCS before Design Week 2025:

- Issue full sponsorship packages to previous sponsors (underway);
- Reach out and finalize all speakers;
- Review and finalize Premier's Awards of Excellence in Design program and jury;
- Engage an event planner, tech support and recording for the detailed logistics of the online events including the awards gala.

Current DCS Directors, and Volunteers are as follows:

- Directors (voting members, unless otherwise noted, appointed by their organizations)
- Sarah Lipsit, SAA: Chair
- Michelle Tustin, SALA: Co-Treasurer
- Tyler Folk, APEGS: Co-treasurer (Regina)
- Angie Bofoya, IDAS
- Keith Folkerson, SPPI: Secretary
- empty, GDS

Volunteers (non-voting volunteers):

- Renea Usipiuk, Tracey Conn, Branden Schick, Matt Wingerak, Rylan Lucyk, Jaden Janzen, Ashley Kramer, Menna Medhat, Lindsay Mamchur

In the past years, SALA and SALA members have generously supported, attended and volunteered. SALA has, in the past, contributed BRONZE level sponsorship for Design Week 2021 and 2023. DCS thanks SALA for the continued sponsorship this year.

We are pleased that the planning is already underway to contact potential speakers. We will announce the speakers upon confirmation of their attendance in 2025 Design Week.

We continue to request volunteers from SALA members for this years' Design Week. Especially within Regina so to achieve our goals of establishing Regina's presence. I am currently looking into succession planning to replace my role as Landscape Director within the next term. For those interested in joining the core group of volunteers, please contact me at [mtustin@crosbyhanna.ca](mailto:mtustin@crosbyhanna.ca). The website for the Design Council of Saskatchewan is: <http://www.designcouncil.sk.ca>.

**Submitted by**  
**Michelle Tustin**

## LANDSCAPE/PAYSAGES REPORT

Continuing in their roles as SALA representatives on the Landscapes | Paysages (L|P) Editorial Board, Kyla Tulloch-Kowula and Faye Langmaid work with Laurie Blake (Editor) and Ryan Wakshinski (Chair) to create our quarterly magazine that showcases Canadian Landscape Architecture at its finest! Each month, the L|P Board meets for 1 hour to discuss feedback on previous issues, determine future publication themes, and attempt to concentrate the issues and experiences of Landscape Architect's today into our quarterly publications. We are always open to suggestions and encourage any CSLA Member to contribute, as a writer and/or as a guest editor. The upcoming schedule for publications includes:

- Summer 2024: Awards of Excellence  
Query Deadline | April 11, 2025
- Fall 2025: Natural Capital (Green Infrastructure)  
Query Deadline | May 17, 2025
- \*Winter 2025: Play for All Ages  
Query Deadline | July 31, 2025
- Fall 2025: Natural Capital (Green Infrastructure)  
Query Deadline | May 17, 2025
- Spring 2026: Protected Areas  
Query Deadline | October 30, 2025

\*Winter 2025 will feature two Guest Editors that many of you may know. Michelle Tustin and Kyla Tulloch-Kowula are teaming up to highlight play in Landscape Architecture! With our shared love of cats, joy, and black clothing, we expect this issue to sound a lot less spooky than that description.

The L|P Board continues to have a series of small articles within the magazine titled "Mentorship Moments." All CSLA Members are encouraged to provide a short essay on key learning moments in their past, and how they have shaped their future as a landscape architect. Keep an eye out over the next few publications if you need some inspiration on how to develop your own Mentorship Moment article! We encourage all SALA Members to get involved with the L|P magazine. It is a chance to promote your projects, your experiences, and your passion for the profession across Canada. We would love to see more Saskatchewan input to represent the wonderful projects we have here in our province that should be showcased nationwide. Should you have any questions, please reach out to: [ktulloch-kowula@scatliff.ca](mailto:ktulloch-kowula@scatliff.ca); [lp@csla-aapc.ca](mailto:lp@csla-aapc.ca); [ryan.wakshinski@gov.mb.ca](mailto:ryan.wakshinski@gov.mb.ca). And don't forget to keep an eye on the Call for Submissions, circulated by Pat every 3 months!

### Submitted by

**Kyla Tulloch-Kowula**

| <b>FUNDS CONTINUITY SCHEDULE</b><br>January - December 2024 | <b>Beginning<br/>Balance</b> | <b>In</b>      | <b>Out</b>       | <b>Portfolio<br/>gain/(loss)</b> | <b>Ending<br/>Balance</b> |
|---|------------------------------|----------------|------------------|----------------------------------|---------------------------|
| <b>GENERAL FUND</b>   |                              |                |                  |                                  |                           |
| Operating and Unreserved                                    | 292,185                      |                |                  |                                  | 292,185                   |
| Revenue (donations)   |                              | 116,116        |                  | 29,473                           | 145,589                   |
| Operating Expenses  |                              |                | (94,611)         | -                                | (94,611)                  |
| <b>General Grants</b>                                       |                              |                |                  |                                  |                           |
| Research Grants Program                                     |                              | 8,371          | (37,125)         | -                                | (28,754)                  |
| Frances Blue Archives                                       |                              | -              | (2,500)          | -                                | (2,500)                   |
| <b>TOTAL GENERAL FUND</b>                                   | <b>292,185</b>               | <b>124,488</b> | <b>(134,236)</b> | <b>29,473</b>                    | <b>311,910</b>            |
| <b>FUNDS</b>  |                              |                |                  |                                  |                           |
| <b>Grants</b>   |                              |                |                  |                                  |                           |
| Robert N.Allsopp Urban Design Fellowship                    | 851,100                      | 40,274         | (44,048)         | 91,623                           | 938,948                   |
| Günter A. Schoch Grant for the History of the Profession    | 57,284                       | -              | -                | 6,311                            | 63,594                    |
| Donald Graham Communication Grant                           | 37,003                       | 481            | -                | 4,076                            | 41,560                    |
| Northern Research Bursary                                   | 13,027                       | 676            | -                | 1,452                            | 15,154                    |
| Sustainable Buildings Canada (SBC)                          | -                            | 13,100         | (5,000)          | 852                              | 8,952                     |
| Special Project Grants                                      | 19,159                       | -              | (10,000)         | 2,111                            | 11,269                    |
| WAA + Fund  | 20,625                       | 5,000          | -                | 2,272                            | 27,897                    |
| <b>National Scholarships</b>                                |                              |                |                  |                                  |                           |
| Peter Jacobs Indigenous Scholarship                         | 102,890                      | -              | (3,360)          | 11,215                           | 110,745                   |
| Frederick Gage Todd National Scholarship                    | 143,186                      | 58,150         | (5,000)          | 18,694                           | 215,030                   |
| BC2 Indigenous Scholarship                                  | 166                          | 7,011          | (7,840)          | (113)                            | (775)                     |
| Maglin Scholarship Donation (Flow through)                  | -                            | 40,000         | (40,000)         | -                                | -                         |
| Walter Kehm Scholarship                                     | -                            | 105,844        | -                | 6,884                            | 112,727                   |
| <b>Regional Scholarships</b>                                |                              |                |                  |                                  |                           |
| <b>Atlantic Provinces</b>                                   |                              |                |                  |                                  |                           |
| Peter Klynstra Memorial Scholarship                         | 32,464                       | 7,060          | -                | 3,902                            | 43,426                    |
| Atlantic Landscape Dalhousie Scholarship                    | 29,227                       | 6,060          | (4,000)          | 3,385                            | 34,672                    |
| <b>Quebec</b>   |                              |                |                  |                                  |                           |
| Bourse d'études du 50e anniversaire de l'AAPQ               | 33,621                       | -              | (1,500)          | 3,704                            | 35,825                    |
| Bourse d'études de voyage Danièle Routaboule                | 75,027                       | 5,000          | -                | 8,265                            | 88,293                    |
| <b>Ontario</b>  |                              |                |                  |                                  |                           |
| University of Guelph   MLA                                  | 41,887                       | 1,059          | (1,500)          | 4,655                            | 46,101                    |
| University of Guelph   BLA                                  | 38,192                       | 7,348          | (1,500)          | 4,614                            | 48,654                    |
| Alain Lamontagne BLA (University of Guelph)                 | 50,914                       | -              | (1,500)          | 5,609                            | 55,023                    |
| University of Toronto   MLA                                 | 48,813                       | 100            | (2,000)          | 5,384                            | 52,297                    |
| Lemay LACF Scholarship (Flow through)                       |                              | 2,000          | -                |                                  | 2,000                     |
| <b>Manitoba</b>   |                              |                |                  |                                  |                           |
| Andre Schwabenbauer / U of Manitoba MLA                     | 51,661                       | 193            | (2,000)          | 5,698                            | 55,552                    |
| <b>Saskatchewan</b>   |                              |                |                  |                                  |                           |
| SALA Academic Award   | 81,281                       | 2,775          | (4,000)          | 9,042                            | 89,098                    |
| <b>Alberta</b>  |                              |                |                  |                                  |                           |
| University of Calgary MLA Scholarship                       | 19,074                       | 529            | (1,000)          | 2,101                            | 20,704                    |
| Canadian Landscape Charter / University of Calgary          | 10,333                       | -              | (3,000)          | 943                              | 8,276                     |
| Andre Schwabenbauer / NAIT Scholarship                      | 41,303                       | 481            | -                | 4,550                            | 46,334                    |
| <b>British Columbia</b>                                     |                              |                |                  |                                  |                           |
| UBC Scholarship in Landscape Architecture                   | 62,394                       | -              | (2,500)          | 6,874                            | 66,768                    |
| BCSLA Robillard Scholarship in LA                           | 38,783                       | 1,000          | (1,500)          | 4,338                            | 42,620                    |
| <b>TOTAL GRANT AND SCHOLARSHIP FUNDS</b>                    | <b>1,899,414</b>             | <b>304,139</b> | <b>(141,248)</b> | <b>218,442</b>                   | <b>2,280,747</b>          |
| <b>TOTAL</b>  | <b>2,191,599</b>             | <b>428,627</b> | <b>(275,484)</b> | <b>247,914</b>                   | <b>2,592,657</b>          |
| <b>SUMMARY*</b>   |                              |                |                  |                                  |                           |
| General   | 292,185                      | 124,488        | (134,236)        | 29,473                           | 311,910                   |
| Restricted  | 688,642                      | 136,127        | (84,340)         | 79,787                           | 820,217                   |
| Endowment   | 1,210,772                    | 168,012        | (56,908)         | 138,655                          | 1,460,531                 |
|   | <b>2,191,599</b>             | <b>428,627</b> | <b>(275,484)</b> | <b>247,914</b>                   | <b>2,592,657</b>          |

# PROXY FORM



I, \_\_\_\_\_, a Member in good standing of the Saskatchewan Association of Landscape Architects, hereby exercise my right of proxy as follows:

I authorize (please indicate):

\_\_\_\_\_, a Member in good standing of the Saskatchewan Association of Landscape Architects, to be my proxy to attend, act, and vote on my behalf at the April 7, 2025 Annual General Meeting.

\_\_\_\_\_  
Signature of Full Member of SALA

\_\_\_\_\_  
Date

Member's Seal (if available)

Email your Proxy Form to [admin@sala.sk.ca](mailto:admin@sala.sk.ca) or [president@sala.sk.ca](mailto:president@sala.sk.ca)