



SASKATCHEWAN
CHAMBER *of* COMMERCE

2020-21 ANNUAL REPORT





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- ✓ *Be bold*
- ✓ *The time is right*
- ✓ *Bring your ideas to life*
- ✓ *The options for you are wide open*

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~Christina Cherneskey, CEO Christina Cherneskey Communications

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~Cody Demarais, Entrepreneur, Limitless Gear Clothing

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in their journey to entrepreneurship since 1991**



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praxisschools.ca/entrepreneurship/global-praxis-30

Message from the Chair



*Health crisis. Economic shock.
Work stoppage. Isolation.
Challenges. Problem solving.
Opportunity identification.
Innovation. Reinvention. Transition.*

This past year has been nothing short of disruptive. All we knew as certain was challenged as the unseen and seemingly unstoppable impact of an invisible entity stormed across our world and shifted all we knew. Businesses have always had to consider and experience unexpected external risk and while it is impossible to be prepared for all situations, their ability to shift course on the fly is second nature for many.

We have seen example after example where businesses turned left or right, stepped over or under, created new products and services, found new ways to connect to customers, and formed alliances with others to capture new markets.

When we were at our lowest, innovation was at its highest. That is not to ignore or downplay the tremendous loss of businesses that had to close, jobs that were lost, families that were impacted or the stress that was felt, which continues to be felt into 2021. We also saw the Saskatchewan spirit come out in full. Neighbours helped neighbours, businesses reached out to other businesses, and governments designed programs to help business most affected by the pandemic. The Saskatchewan Chamber of Commerce reached out to allies to help our members access information on support programs, supported local chambers as they supported their business communities, and advocated for Saskatchewan businesses while they continued to work to make Saskatchewan the best place to live, work and invest.

As I end this year as the Chamber's first (and hopefully only) fully virtual Chair, I want to thank our members for serving your communities and supporting each other with the passion and commitment that is desperately needed during a pandemic. We need you. We salute you.

To the creative and dedicated team that works on your behalf under our fearless leader, Steve McLellan, thank you for your tenacity, skills, and ability to turn on a dime to keep serving our members.

Finally, thank you to an incredibly mindful, capable, and diverse board of directors whose leadership was amplified during frequent meetings, tough decisions, and a desire to be connected to the needs of its members. Leadership is at its finest when tasked with challenges such as these.

It is an honour to serve the Saskatchewan business community. Stay safe and let us look forward to transitioning together.

A handwritten signature in dark ink that reads "MKreuger".

Monica Kreuger, Chair, 2020-2021
Saskatchewan Chamber
of Commerce
Founder/CEO Global Infobrokers Inc.
Home of the Praxis School of
Entrepreneurship

Message from the Chief Executive Officer



The year 2020 will be remembered for many things, but largely for the economic and health challenges faced globally. Saskatchewan was not immune to these challenges. We lost businesses, economic momentum and saddest of all, we lost citizens. While many of our lifestyles and business practices changed dramatically and will never be the same, there were some positive lessons learned.

Of all the lessons I learned in 2020, the most prevalent was the value of Chambers of Commerce in Saskatchewan. When the COVID-19 situation fully came to light in March, the Saskatchewan Chamber of Commerce staff and Board of Directors transitioned overnight to serve the needs of our members in a completely new and critically important way. We immediately began phoning members to ask them how they and their businesses

were doing. We provided input to our provincial and federal governments on programs and supports that businesses desperately needed. We did everything we could to inform the Saskatchewan business community of the available support programs through our website and social media channels to ensure that businesses had all they required to sustain their operations. Throughout the remainder of the year, we continued to advocate to and consult with governments, listened to our members, provided input, and communicated outcomes so clear information was easily accessible to our membership.

Even with our daily activities transitioning towards COVID-19 recovery, I am very pleased to report that we maintained our strategic focus on areas of long-term importance. In January of 2020, we launched our Indigenous Engagement Charter with over 200 people attending the ceremonies. The Charter now has 46 Signatories and many committed investors supporting the efforts of this important program. More than 1,300 people took part in our Indigenous Awareness Training program in the last year, through virtual training technology. We also launched an Indigenous Business Directory as an online procurement tool for all to use.

Thought Leadership was another strategic priority of ours and we did plenty to support this initiative

throughout the year. We hosted webinars with experts on COVID-19 related programs as well as broader economic issues like our *Small Business, Big Pivot* session with RBC's John Stackhouse. The provincial election provided an opportunity for the Chamber to communicate our key issues, which we did with great success. The election results suggest the people of Saskatchewan want certainty in their elected leadership and Premier Scott Moe's win has delivered that.

We enter 2021 with the strength of our strategic plan in place, with an expanded staff complement of exceptionally skilled individuals and with a Saskatchewan chamber network that is stronger than ever. We celebrated our 100th anniversary in 2020 in a quieter than anticipated manner, but in 2021 we will proudly celebrate our century of success and most importantly, the start of an even more successful century. We will do this as we always have, by working together with our members, with our governments, and with a clear focus on making Saskatchewan a better place to live, work and invest.

A handwritten signature in dark ink, appearing to read 'Steve'.

Steve McLellan,
Chief Executive Officer

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Board of Directors



Monica Kreuger
2020 – 2021 Chair
Global Infobrokers Inc.

"The pandemic, as unexpected and unwanted as it was, brought out the generous spirit of our business community as we lifted each other up and provided innovative solutions to challenging issues. Throughout it all, the SCC has been a consistent conduit of information, support programs, and ideas and we will continue to be as our economy transitions to our new reality."



Valerie Sluth
Immediate past-Chair
Praxis Consulting Ltd.

"The SCC exceeded my expectations over the past year and I am very proud of how the team has performed in such short order to serve its members. They were on the phone listening and advising, posting up-to-date information on programs, advocating for business with government decision makers, and working with partner organizations to facilitate solutions."



Thomas Benjoe
1st Vice-Chair
FHQ Developments Ltd.

"The Saskatchewan business environment has transformed significantly throughout the pandemic and the SCC's thought leadership will play a key role in how we recover and become stronger as a business community."



Evan Doepker
2nd Vice-Chair
Doepker Industries Ltd.

"The Chamber was at the forefront in providing businesses the valuable and verified information they needed to make decisions during a situation that was incomparable to any other."



Marco Ricci
Director
Greenwave Innovations Inc.

"The SCC leads with empathy and a goal of furthering the interests of all Saskatchewan businesses by working tirelessly to give a voice during these difficult times."



Lenore Swystun
Director
Prairie Wild Consulting Co.

"The SCC provides a balanced, diverse, and inclusive platform for the biggest issues facing businesses across our province and I am honoured to be a part of the SCC network."



Jessica Theriault
Director
Mosaic Canada

"The value of the SCC to its members throughout the pandemic was more important than ever and it continued without falter - a trusted resource of knowledge and support for businesses in Saskatchewan, ensuring that businesses remain competitive in the challenging global market."



Khurrum Awan
Director
Miller Thomson LLP

"The SCC has prioritized the development of a considered response by the provincial and federal governments, which is responsive to the needs and challenges businesses have experienced while bearing in mind the social responsibilities of all citizens and levels of government."



Leanne Bellegarde
Director
Strategic Indigenous Inclusion Now

"The SCC is even more finely attuned and responsive during this challenging time as we support and enable business to sustain and thrive through thoughtful navigation responses that enable prosperity and safety."



Greg McIntyre
Director
Royal Bank of Canada

"I am proud that the SCC has remained a consistent and strong voice for its members throughout 2020. The Chamber is leading many initiatives to ensure that Saskatchewan re-emerges from the pandemic as the best place to live, work, invest, and recover."



Jenna Moore
Director
Central Plains Co-operative

"We admire the resilience and perseverance our members have shown through this challenging time. The SCC continues to provide support to its members as we navigate this unknown path together."



Sara Wheelwright
Director
Trusted Marketing Services

"The pandemic has underscored the tremendous value the SCC has for its members. I'm impressed by how much the SCC stepped up to become Saskatchewan's centralized source for COVID-19 business resources and how they continue to evolve as an information hub for members in all industries across Saskatchewan."



Bruce Willis
Director
KPMG

"The SCC has been a leader in supporting and facilitating a growing partnership between business and all of our communities in the Province, especially so in these challenging times."

Staff



Steve McLellan
Chief Executive Officer

Steve is responsible for overseeing operations, strategic planning, reporting to the Board, representing the chamber on various organizations, and representing the Saskatchewan Chamber in the media.



Dawn Boxall
Director of Finance and Administration

The Director of Finance and Administration is responsible for the accounting functions of the Chamber, as well as managing all reception tasks and providing administrative support to the CEO. She also coordinates and supports the Board of Directors in their meetings, elections and processes.



Nick Crighton
Director of Indigenous Engagement

As the Director of Indigenous Engagement, Nick is primarily responsible for assisting Saskatchewan businesses and organizations that sign the SCC's Indigenous Engagement Charter in the development of their Indigenous engagement strategy.



Michele Geres
Director of Programs

The Director of Programs is responsible for coordinating most non-dues revenue programs including all in-house training activities, regional business tours and international tours.



Jeff Hubic
Director of Marketing & Communications

The Director of Marketing & Communications is responsible for the creation and coordination of communication functions including media relations, publications, and event marketing, as well as the creation and management of the Chamber's internal and external communication plan.



Mykensie Kendrick
Director of Research & Policy Development

The Director of Research & Policy Development is responsible for the research and development of policy on issues and opportunities for business in Saskatchewan, as well as gathering direct input from Chamber members and selected experts to ensure the Chamber has the best information on current and emerging issues.



Elissa LaLiberte
Director of Operations & Member Engagement

Elissa is the liaison between the Saskatchewan Chamber of Commerce and its members, ensuring that the chamber is engaged with its membership in all areas.



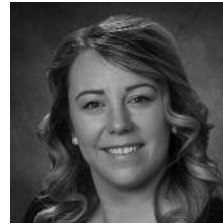
Kristen McKee
Research & Policy Consultant

The Research & Policy Consultant assists in the research and development of policy on issues and opportunities for business in Saskatchewan, as well as gathering direct input from Chamber members and selected experts to ensure the Chamber has the best information on current and emerging issues.



Morgana van Niekerk
Marketing & Communications Specialist

Morgana is responsible for creating and managing the chamber's internal and external communication plan, as well as ensuring that the Saskatchewan Chamber continues to be known as the Voice of Saskatchewan Business.



Rene Wood
Director of Events

The Director of Events is responsible for organising the Saskatchewan Chamber of Commerce's Signature events.

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Financial Statements

Saskatchewan Chamber of Commerce

Financial Statements - Extract

December 31, 2020

Statement of Operations

For the year ended December 31,	2020	2019
Revenues		
Business memberships	\$ 531,794	\$ 564,657
ABEX Awards	241,157	219,980
Chamber group insurance	231,357	221,312
COVID support grants	202,446	-
Indigenous Engagement Charter	134,793	64,513
Member services	79,583	98,829
Publications	45,251	25,512
Political Forum	38,650	32,760
General administration revenue	35,052	41,800
Local chambers memberships	32,330	32,430
Commissions	21,280	2,142
Federal project revenue	20,401	-
Interest income	18,348	18,575
Provincial Project Revenue	12,287	-
Employment / Training grant	6,250	10,442
Conference	-	27,530
Research partnership	-	1,500
Loss on sale of equipment and intangible assets	-	(2,815)
	1,650,979	1,359,167
Expenditures		
ABEX Awards	145,449	117,902
Amortization of equipment	20,953	23,652
Amortization of intangible assets	5,322	2,661
Committees	17,759	60,055
Communication	53,043	16,628
Conference	2,949	16,682
Indigenous Engagement Charter	134,793	64,513
Member services	6,938	90,189
Office and administration	58,592	74,019
Political Forum	19,537	13,286
Professional fees	15,370	22,396
Rent	117,083	108,882
Salaries and related benefits	746,028	709,570
Telephone and utilities	11,218	11,535
Travel	7,025	33,004
	1,362,059	1,364,974
Excess (deficiency) of revenues over expenditures	\$ 288,920	\$ (5,807)

Financials continued on page 11.

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Financial Statements

Saskatchewan Chamber of Commerce

Statement of Financial Position

December 31,	2020	2019
Assets		
Current		
Cash	\$ 322,338	\$ 104,180
Short term investments	623,089	643,341
Accounts receivable	224,772	76,335
GST receivable	3,084	1,977
Prepaid expenses	14,151	28,944
Due from related party	5,745	8,659
	1,193,179	863,436
Equipment and leaseholds	41,032	50,932
Intangible asset	7,983	13,305
	\$ 1,242,194	\$ 927,673
Liabilities		
Current		
Accounts payable and accrued liabilities	\$ 109,925	\$ 63,827
Deferred revenue	256,248	306,745
	366,173	370,572
CEBA loan	30,000	-
	396,173	370,572
Net Assets		
Internally restricted funds	300,000	300,000
Unrestricted funds	546,021	257,101
	846,021	557,101
	\$ 1,242,194	\$ 927,673

Audited Financial Statements available at www.saskchamber.com

INVESTING IN SASKATCHEWAN



SaskWorks sold out early again this year thanks to the incredible support of our advisors and shareholders!

SaskWorks Introduces a Subordinated Debt Program



"SaskWorks continues to invest in Saskatchewan companies and is refocusing its subordinated debt program to allow companies to access capital. The COVID-19 pandemic resulted in additional challenges and we hope the program will provide Saskatchewan businesses with the capital needed to restructure and grow."

JEFF LINNER *Chief Investment Officer, SaskWorks Venture Fund*

- ✓ Subordinated debt that works with the business's current capital providers
- ✓ For existing businesses that require financing of at least \$1 million
- ✓ Structured to meet the needs of the business
- ✓ Helps strengthen the balance sheet without giving up ownership
- ✓ Quicker turnaround to funding than equity
- ✓ Ability to support the business through follow-on investments



SaskWorks Venture Fund is a Saskatchewan-based retail mutual fund managed by PFM Capital Inc. We proudly invest in privately-held small and medium-sized businesses owned or primarily operated in Saskatchewan. Our investees are passionate, proud, and local.



For more information
on capital requirements:

saskworks.ca

saskworks@saskworks.ca







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COVID-19 and the SCC Response

The ongoing COVID-19 pandemic has presented our members and their communities with extreme personal and economic challenges. In our role as a member-based business organization, we are fortunate to have a direct line to our over 600 member businesses. During the first three months of the pandemic, Saskatchewan Chamber of Commerce staff worked primarily from home carrying out critical day-to-day functions in the following areas: internal and external stakeholder engagement, research, and advocacy. Below is an overview of the SCC's actions in those areas.

INTERNAL AND EXTERNAL STAKEHOLDER ENGAGEMENT

• Member Calls

The first weeks of the pandemic involved staff calling members to see how they were doing, asking what they required from us, and informing them about available government support programs.

• Business Association Calls

SCC actions included phone calls with Saskatchewan local chamber managers weekly; Provincial chamber CEO and Canadian Chamber CEO weekly calls; joint provincial/territorial - Canadian Chamber weekly policy lead calls; and SCC CEO – Board of Director weekly calls.

• SCC Website & Social Media

The SCC created a new section on its website with useful information on program support specifics that are updated on a

regular basis. Our extensive social media presence was also harnessed to circulate information on new support programs, along with good news stories from businesses doing positive things for their community.

• Thought Leadership Hub Series

A virtual series of moderated discussions with members on select topics. Topics included the Saskatchewan economy, trade expansion, the low carbon economy, the commercial real estate sector, lessons learned, Indigenous engagement, and consumer confidence. The Thought Leadership Hubs were sponsored by RBC and Knight Archer Insurance and took place from September to December 2020 with plans to continue throughout 2021.

• COVID-19 Member Surveys

The SCC circulated to members a series of COVID-19-themed surveys throughout the summer of 2020. Surveys included an initial *Business Impact Survey* in March, *Current State of Business Survey* in April, and *COVID-19 Program Support Uptake Survey* in July. Information gleaned was used to inform our policy positions.

• Saskatchewan Business Council

Ministry of Trade & Export Development (TED) Calls – Involved weekly calls, including one call with Minister Jeremy Harrison and a separate call with Deputy Minister Kent Campbell.

• Online Webinars

The SCC hosted webinars involving both Provincial and Federal Ministers. Notable SCC webinars included one with federal Minister Mélanie Joly and another with provincial Minister of TED Jeremy Harrison. SCC staff also participated in third-party webinars to gain greater insight and offer a Saskatchewan business perspective.

RESEARCH

• Federal & Provincial COVID-19 Actions to Date

Ongoing tracking of business sector relevant actions enacted by provincial and federal levels of government. Information was circulated to members via e-mail and social media.

• COVID-19 International Response Backrounders

Circulated two backrounder documents to members. One provided an overview on COVID-19 business sector supports across English speaking countries and the other provided an overview of public health and macroeconomic policies enacted across advanced economies.

• Consultations with Commercial Real Estate Members

SCC staff circulated a survey and engaged one-on-one with select commercial real estate landlords and owners. Feedback solicited was used to inform recommendations around the now-defunct Canada Emergency Commercial Rent Assistance



(CECRA) program. Consultation findings were summarized in an article, *The Impact of COVID-19 and Commercial Landlord – Tenant Cashflow Challenges* published on the SCC website in May 2020.

- Guidelines for Re-Opening Office Environment Workplaces – SCC staff developed workplace guidelines to ensure the health and safety of staff and guests while in the office. Guidelines also included a return-to-work process. These guidelines have been revised regularly and adopted by several other chambers and business organizations.

ADVOCACY

Some of our key COVID-19-related advocacy work to date included written submissions to:

- Minister of Parks, Culture, and Sport Gene Makowski urging the Province to keep the Saskatchewan Provincial Parks Registration System open during COVID-19 in March 2020.
- Then-Finance Minister Bill Morneau requesting the federal government extend the eligibility for various business support programs to Indigenous-owned businesses in April 2020.
- Prime Minister Justin Trudeau recommending that temporary sick pay coverage be included under the Canada Emergency Response Benefit (CERB) in May 2020.

- Minister of Labour Relations and Workplace Safety Don Morgan in May and September 2020 advocating for a time extension afforded to employers to provide notice to furloughed employees during the COVID-19 public health emergency order.

- Minister of Energy and Resources Bronwyn Eyre offering considerations on the design of a program intended to promote the clean up of orphan and inactive oil and gas wells located in the province. Considerations were developed in conjunction with members operating in the oil and gas industry.

- Premier Scott Moe recommending improvements to the CECRA program and the establishment of a temporary moratorium on commercial rental evictions during the entirety of the Public Emergency Order in June 2020.

- Premier Moe communicating important considerations and support for the province's tourism and hospitality sector in the context of *Re-Open Saskatchewan*.

- Minister of Health Jim Reiter recommending an independent review of the long-term care system and the need to include private sector operators in such a review.

- Creating and advocating to the Province a long-term recovery and resilience plan. SCC CEO, Steve McLellan, has been leading a committee of the Saskatchewan Business Council on this initiative.

CURRENT STATUS

We are happy to report that our research and advocacy efforts have paid off. At the federal level, then-Minister Morneau enacted changes that expanded program eligibility for Indigenous-owned businesses; the federal government, after winding down the CECRA program, created an entirely new and improved commercial rent assistance program based on feedback from our members; Minister Morgan has thus far enacted temporary layoff provisions during the public health emergency order that have been largely consistent with our advice; and the Ministry of Energy and Resources has largely taken heed of our program design considerations regarding the province's orphan and inactive oil and gas well clean up program (Accelerated Site Closure Program).

While we anticipate working on elements of the COVID-19 file well into the foreseeable future, at this point in time we have largely transitioned our day-to-day operations back to other programs to help support our members and the larger Saskatchewan business community. We must remain vigilant around COVID-19 and be prepared to respond accordingly. In the meantime, we will continue to emphasize to businesses the need to follow the *Re-Open Saskatchewan* guidelines and to maintain positivity throughout their internal and external communications.

Saskatchewan Business Council and Government Communications During COVID-19



Saskatchewan Business Council meeting, 2019

The Saskatchewan Business Council (SBC) was formed in 2017 to serve as a point of connection between key provincial business groups to share ideas, program insights and discuss government relations. The SBC is an independent collection of like-minded associations and other business support groups mandated to:

- Promote the positive contributions of Saskatchewan's business community;
- Proactively inform and advance ideas on common priorities that enhance the competitiveness of Saskatchewan's business climate;
- Collaborate on providing feedback or consultation to government on business-related issues; and

- Be a vehicle to share relevant information with colleagues to further both the Council's priority items and individual advocacy efforts.

While the conversations were always productive, this past year has shown the immense value in connection and communication for Saskatchewan CEOs, as the SBC served as a strong conduit for government to gain and communicate information around the pandemic.

The 18 regularly participating groups represent key private sector associations across Saskatchewan. The SBC had regular calls with the Minister and Deputy Minister of the Ministry of Trade and Export

Development. These conversations provided a collective process to provide input and for all the organizations to hear of issues or upcoming changes depending on the week and the issue.

The ability to gain insight from sector experts provides the Saskatchewan Chamber of Commerce with a broad and valuable perspective. While nothing replaces face-to-face conversations with our members, it is a very useful dedication of the SCC's time. The SBC was formed by Derek Lothian of Insurance Brokers of Saskatchewan, Mark Cooper of Saskatchewan Construction Association and Steve McLellan of the Saskatchewan Chamber of Commerce.



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Canada United Campaign



Canada United is a nationwide initiative created by RBC in collaboration with chambers of commerce and companies from across Canada to support local businesses in communities across the country.

The initiative kicked off with the Canada United Weekend contest, where local business supporters across the country were encouraged to share their shop local stories for a chance to win one of 25 \$10,000 prizes.

The Canada United Small Business Relief Fund (CUSBRF) was established to help small businesses offset the cost of expenses to reopen safely or adopt digital technologies to move more of their business online. So far, over \$14 million has been contributed by the Federal Government, RBC, and

Canada United partners to support recovery efforts due to COVID-19. Grants of up to \$5,000 were awarded to businesses who needed to purchase personal protective equipment, renovate their spaces to adhere to guidelines, or develop or improve e-commerce capabilities.

With the help of our local chambers of commerce, the Saskatchewan Chamber of Commerce helped spread the word throughout the province to ensure that Saskatchewan businesses were taking advantage of this valuable support program. During the first phase of this program, 100% of the funds allocated to Saskatchewan were claimed, and in February 2021, additional contributions allowed the fund to re-open and begin accepting new applications.

\$14 Million has been contributed by the Federal Government, RBC, and Canada United partners to support recovery efforts due to COVID-19.

For more information on the Canada United initiative, visit gocanadaunited.ca.

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difficult to compete
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Canada **Shop Local**



In November 2020, the Saskatchewan Chamber of Commerce was invited to apply for federally supported “Shop Local” funding, intended to amplify and build on the existing Shop Local efforts run by local chambers across the province.

Staffed local chambers of commerce in Saskatchewan were then invited to apply to the SCC to access this federal funding to support Shop Local initiatives in their communities, strengthen local economies, support local employment opportunities, and ensure that small businesses can compete and thrive in a post-pandemic economy. The program was also available for those chambers looking to launch new Shop Local activities.

Chambers applied for funding through a simple application process and provided an overview of planned activities. Chambers also had the opportunity to present their own unique activities that also aligned with the Shop Local initiative. Activities such as video promotion, online marketplaces and advertising campaigns will help local businesses throughout the province access a greater number of customers.

The Shop Local activities are set to begin in Spring 2021 in communities across Saskatchewan.

Look out for Shop Local activities in your communities in Spring 2021!



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Get started today. Visit sk.bluecross.ca/blue-essentials or email groupsales@sk.bluecross.ca.



Grab Your Slice



Grab Your Slice was a series of webinars hosted by MNP and the Saskatchewan Chamber of Commerce aimed at helping Saskatchewan businesses apply for Federal COVID-19 support programs. There were many companies and non-profit organizations that had not accessed funding due to a lack of awareness or knowledge on the various programs available and their respective application processes.

In Fall 2020, reports from the Federal government on the Canada Emergency Wage Subsidy (CEWS) program indicated that Saskatchewan businesses only accessed approximately 1.7% of the allocated dollars through the CEWS program alone. With Saskatchewan

having 3.11% of the Canadian population that meant Saskatchewan businesses were shorted by approximately \$185 million and in some cases, time was running out for Saskatchewan businesses to access CEWS and other Federal support programs.

This motivated the Saskatchewan Chamber of Commerce to partner with the experts at MNP to deliver a free webinar series that provided Saskatchewan businesses with a step-by-step walkthrough of the application processes for CEWS and other COVID-19 financial support programs. A province-wide, multi-faceted advertising campaign resulted in over 500 registrants across 10 sessions and the general consensus was that the session was

informative, easy to understand, answered attendee questions, and that the facilitator from MNP, Josh Shankowsky, was knowledgeable and well organized.

The Chamber would like to thank the Government of Saskatchewan and participating local chambers of commerce for their support on this initiative as well as the experts at MNP for their valuable partnership that helped more Saskatchewan businesses get their slice of the pie.



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ABEX Awards

Presented by Conexus Credit Union

The Saskatchewan Chamber of Commerce is extremely proud to represent the Saskatchewan business community. It is an honour to support businesses year after year and recognize their excellence at Saskatchewan's most prestigious business event of the year, the ABEX Awards presented by Conexus Credit Union. The recipients and nominees are tenacious businesspeople who took a chance on a dream and through perseverance achieved success.

Our 37th annual ABEX Awards took place on November 14, 2020 and were livestreamed from Prairieland Park in Saskatoon. This year, we had to re-imagine how we would deliver our signature event virtually, which was no small task. It was more important than ever that we honour and recognize deserving Saskatchewan businesses, especially during the COVID-19 pandemic. It was a devastating year for many businesses, but in true Saskatchewan style, the business community was resilient and quick to pivot.

In 2020, we changed up our nomination process which brought us over 200 applications from across the province, all of whom deserved recognition. In addition to our standard awards, we introduced three awards of merit. These awards were given to individuals and businesses who went above and beyond for their community and

employees during the pandemic. The awards were well-deserved and it was our honour to recognize the contributions of the recipients.

This year, we awarded Richard Ahenakew with the Roger Phillips Chamber Builder Award. This award is for individuals who have a long-standing history of committing their time, leadership, and guidance to the chamber network in Saskatchewan. Chief Cadmus Delorme was awarded the Community Leader award, which was no surprise as the individual who receives this award has taken a lead role in developing solutions to social challenges in Saskatchewan. Greg Yuel took home the Business Leader of the Year award. Greg is an individual who exemplifies the qualities of a business visionary and has shown outstanding success in business. The Flaman Group of Companies was inducted into the Saskatchewan Business Hall of Fame for their long-term commitment to business excellence and Dutch Growers took home the coveted Business of the Year Award, sponsored by David Aplin Group.

Our livestreamed broadcast of the ABEX Awards reached over 5,000 viewers across Saskatchewan. Congratulations to every nominee, recipient and all businesses throughout this great province – you are the reason we celebrate business excellence!

We would like to extend our sincerest gratitude to our sponsors for their significant contributions that allow us to recognize business excellence in our province every year:

- Conexus Credit Union
- Saskatchewan Polytechnic
- Ministry of Trade & Export Development
- PFM Capital Inc.
- Cameco
- Grant Thornton LLP
- Saskatchewan Indian Gaming Authority
- University of Regina
- SaskEnergy
- David Aplin Group
- Minard's Leisure World
- Saskatchewan Workers' Compensation Board
- Saskatchewan Trade and Export Partnership
- CPA Saskatchewan
- CN
- SaskTel
- EVRAZ
- Harvard Broadcasting
- Jay's Transportation Group



2020 ABEX Award Recipients



Dutch Growers, Regina
Business of the Year Award, *Sponsored by David Aplin Group*
Growth & Expansion Award, *Sponsored by PFM Capital Inc.*



Chief Cadmus Delorme – Cowessess First Nation
Community Leader of the Year
Sponsored by SaskEnergy



Greg Yuel, PIC Investment
Business Leader of the Year
Sponsored by University of Regina



Flaman Group of Companies
Saskatchewan Business Hall of Fame Inductee



Richard Ahenakew – Northern Lights Casino, Prince Albert
Roger Phillips Chamber Builder Award



Deveraux Group of Companies, Regina
Innovation Award
Sponsored by Saskatchewan Polytechnic



Pile O' Bones Brewing Company, Regina
Marketing Award
Sponsored by Minard's Leisure World



VIDO-InterVac, Saskatoon
Export Award
Sponsored by Saskatchewan Trade and Export Partnership



Tangerine Group of Companies, Regina
Priority Focus (Resilience) Award
Sponsored by SIGA



2020 ABEX Award Recipients continued



Indian Head Bakery, Indian Head
 Service Award
Sponsored by CN



Spiro's Family Restaurant
 Community Involvement
Sponsored by Grant Thornton LLP



Katie and Mark Shmelinski, The Everyday Kitchen, Regina
 Young Entrepreneurs of the Year Award
Sponsored by Cameco



SANOZONE by Ground Effects Environmental Services, Regina
 New Venture Award
Saskatchewan Ministry of Trade and Export Development



Fast Tracking, Carnduff
 Award of Merit



Melissa Carson, Weyburn
 Award of Merit



Harbour Landing Village, Regina,
 Award of Merit



Building the **Low Carbon Economy**: Exploring Opportunities and Challenges for **Saskatchewan**

Throughout 2020, one of the largest efforts undertaken by the Saskatchewan Chamber of Commerce, outside of the pandemic, was the development of the report *Building the Low Carbon Economy: Exploring Opportunities and Challenges for Saskatchewan*, which was publicly launched in March 2021. The purpose of this report was to provide leadership on the transition to the low carbon economy by developing a body of knowledge that could inform the Saskatchewan business community, all levels of government, and the general public. By identifying business-related opportunities Saskatchewan will not only survive, but thrive while meaningfully contributing to decarbonization efforts.

The SCC's thought leadership efforts on the low carbon economy file included the *Energy Series* tours and programming (a series of discussions on energy-themed topics). These conversations were coupled with eleven expert written submissions, private stakeholder consultations, and an extensive research effort to develop the *Building the Low Carbon Economy* report.

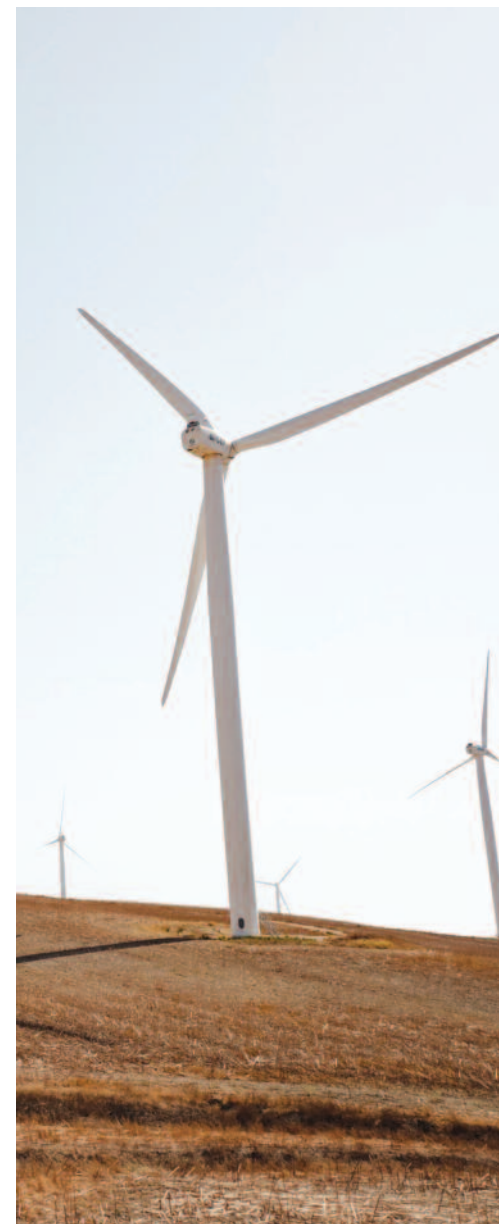
As a business organization, the SCC was able to offer a unique vantage point on this issue. The SCC membership is broad-based and diverse, encompassing individual businesses and industry associations that operate in high emissions

activities such as oil and gas, mining, manufacturing, and trucking and rail freight transport, in addition to low emissions activities such as clean energy and professional and technical services. As such, the report based its recommendations on the best interests of the broad Saskatchewan business community.

At the conclusion of consultations, the SCC accepted three assumptions: the move to a low carbon economy is inevitable in Canada; decarbonization efforts will have very uneven impacts across stakeholders; and the Saskatchewan business community cannot successfully transition to a low carbon economy alone.

Building on these assumptions, the report contains 18 recommendations focused on how the provincial and federal government can support Saskatchewan businesses striving to achieve climate change goals. These recommendations focus on preserving competitiveness, regulatory certainty, diverse energy production, strategic investments in energy efficiency, more Indigenous participation in energy production, reskilling and transitioning workers, and simplifying funding requirements for businesses seeking support.

To view the full report, visit the Saskatchewan Chamber of Commerce website.





Credit Elections Saskatchewan

Election Pillars & Actions Taken

In advance of the 2020 provincial election, the Saskatchewan Chamber of Commerce released a set of election pillars and policy recommendations that informed Chamber members of key business issues for the election, put business priorities in front of political parties, and raised the profile of these issues in the public.

The policy recommendations were grouped under the following pillars:

Economic Recovery

Recommendations centered around business competitiveness, a comprehensive review of the province's tax system, and investment in public-private partnerships to improve the province's broadband infrastructure.

Financial Literacy

Recommendations included making the Financial Literacy curriculum mandatory for Grades 11 and 12 in secondary schools across Saskatchewan, developing Financial Literacy curriculum for Grades 7-10, training teachers in the curriculum, and creating a distance education course.

Energy Efficiency and the Low Carbon Economy

Recommendations included using revenue from the province's technology fund to promote energy efficiency, promoting the increased uptake of clean energy sources like wind and solar, removing barriers to encourage growth in non-utility

scale, distributed energy generation systems, and encouraging the development of small modular nuclear reactors (SMRs).

Labour Markets

Recommendations centered around ensuring the importance of essential skills and experiential learning are communicated with all relevant ministries, engaging with underrepresented segments of the workforce, collaborating with post-secondary institutions and private industry in the development of curriculum, incorporating more STEM and digital learning opportunities into the K-12 curriculum, and creating a framework for modular, stackable micro credentials.

Trade Diversification and Supply Chain Resiliency

Recommendations included collaborating with the federal government to pursue trade diversification by allocating more resources toward emerging, high-growth economies, continuing to assess the province's supply chain-related risks in the post-pandemic era, and hedging against future international trade-related risks by working with the federal government to reduce and/or remove internal trade barriers.

Government Procurement

Recommendations centered around operationalizing the provincial government's newly revised

government procurement policies by prioritizing Saskatchewan-based vendors, adopting minimum safety standards for any vendor working on a provincial government contract, and investing capital in both the hardware and software that will help generate the data necessary to inform long-term decision-making around major capital projects.

Indigenous Engagement

Recommendations included developing a whole-of-government Indigenous engagement strategy, incorporating Indigenous procurement guidelines into a larger procurement strategy going forward, and creating incentives for non-Indigenous vendors to partner or sub-contract with Indigenous vendors when bidding on work.

Leading up to the election, the SCC released a series of videos highlighting the importance of these pillars and the corresponding recommendations to government. Videos featured local business leaders from across the province, including Ryan Urzada (The Atlas Hotel), Eric Dillon (Conexus Credit Union), Dean Clark (Greenwave Innovations), Tracy Arno (Essence Recruitment), Evan Doecker (Doecker Industries), Thomas Benjoe (FHQ Developments), Val Sluth (Praxis Consulting), and Monica Kreuger (Global Infobrokers).

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and Video Studios Production Companies Post
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Supporting Saskatchewan's screen-based industry positively impacts countless businesses across our province—probably even yours. From vendors to local shops to hospitality and so much more, our screen-based industry has the potential to create up to 950 full-time jobs in Saskatchewan. By supporting Saskatchewan's screen-based industry, you're helping to diversify our economy. Let's seize this opportunity for our province.



Visit smpia.sk.ca
for more details.

Deputy Minister Virtual Reception



The first-ever (and maybe only) virtual Deputy Minister Reception was held on July 15, 2020 and featured the Deputy Ministers for Trade & Export Development, Energy & Resources, and Finance. One of the many benefits that the Chamber brings to its members is the opportunity to meet and discuss topics beneficial to Saskatchewan businesses with elected officials. These conversations did not stop in 2020, they simply changed.

Reception guests were treated to a delivered charcuterie platter, which they enjoyed while tuning in to the reception from their homes or offices.

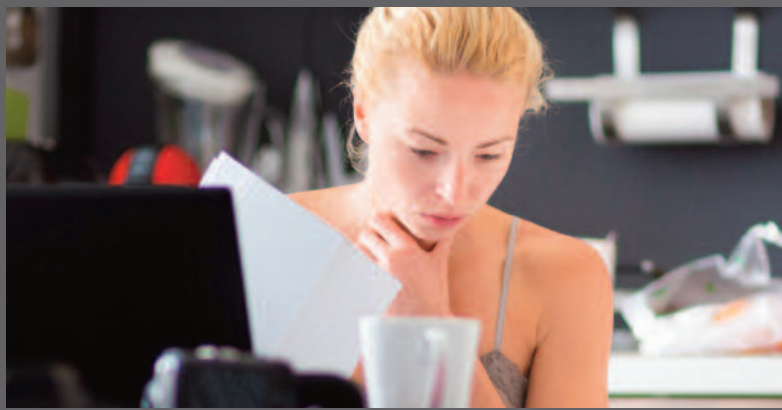
The evening began with an update from Cam Swan, Deputy Minister to the Premier before guests were moved into breakout rooms with the Deputy Ministers of their choice. The

conversations in the Finance and Energy & Resources breakout room covered a myriad of topics including corporate income tax rates, Saskatchewan competitiveness, rare earth mineral extraction, coal transition and orphan well cleanup. In the Trade and Export breakout session the discussions covered investment attraction, the New West Trade Partnership Agreement, international trade offices, and the province's Business Response Team.

While the Deputy Minister Virtual Reception was a success, we are looking forward to returning to an in-person event very soon.

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Indigenous Engagement Charter Launch and Current State



In January 2020, the Saskatchewan Chamber of Commerce launched its Indigenous Engagement Charter (IEC) at First Nations University of Canada in Regina and at the World Trade Center in Prairieland Park in Saskatoon.

The Indigenous Engagement Charter was developed with expertise and cultural sensitivity and aims to bring Saskatchewan's Indigenous population to the same economic level as the broader population by enhancing engagement among Saskatchewan businesses. Both Indigenous Engagement Charter launch events started with traditional female and male pipe ceremonies, along with a formal grand entry. We were joined by guest speakers and the Honourable Russ Mirasty, Lieutenant Governor of Saskatchewan.

The Saskatchewan Chamber of Commerce secured 20 early signatories to the Charter and we celebrated their commitment to creating an Indigenous engagement strategy during the launch. Signatories of the Charter are working to create an operational three-year Indigenous engagement strategy. The areas of focus while creating an internal strategy include, but are not limited to recruitment and retention, procurement and supply chain diversity, community engagement, and investment. The strategy can concentrate on some or all of these areas depending on the capacity of the organization.

Once signed, each signatory receives a sample strategy template and sample metrics document to track their progress. Additionally, the SCC team will then provide ongoing support and review each signatory strategy once submitted. The goal is to ensure that all signatories are dedicated to creating a strategy, but also to identifying how they plan on operationalizing the strategy over the three-year period.

Another supplementary tool provided to signatories to support their engagement efforts is a step-by-step process that can assist companies as they begin or continue their strategy action plans. The SCC's goal is to ensure that the Indigenous communities, people, and Indigenous-owned businesses have the same level of access to

training, jobs, advancement, and participation in our economy. We understand the social and economic benefits that occur in our province for all its citizens when Indigenous people have an equal say in the direction the economy will go. We have received several draft and complete strategies and have seen some positive steps taken to enhance overall Indigenous engagement across the business sector in Saskatchewan.

After the unprecedented year we all experienced, we are happy to report that we have secured 26 new signatories in 2020, which brings the total to 46 charter signatories. The SCC team remains steadfast in our efforts and as we move forward into 2021, we are determined to support all our signatories as they work towards actionable goals that will lead to increased overall Indigenous engagement.



**Indigenous
Engagement
Charter**

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Indigenous Awareness Training



In 2020, the SCC embarked on several new projects to enhance Indigenous engagement for Saskatchewan businesses, including the launch of an Indigenous Engagement Charter, the creation of an Indigenous-owned business directory, and offering several levels of Indigenous Awareness Training.

Sponsored by Nutrien and led by SCC Director of Indigenous Engagement Nick Crighton, the SCC's Indigenous Awareness Training sessions are designed to inform members of the business community about the culture and history of Indigenous peoples in Saskatchewan.

Level 1: Myths & Misconceptions

This introductory session covers the history of Saskatchewan's First Nation & Métis peoples from pre-contact to today, including Treaties and the TRC Calls to Action.

Level 2: Implementing an Indigenous Strategy & Hiring/Retention for Business

This advanced session covers how to implement an Indigenous strategy for your business as well as information on hiring and retaining Indigenous employees.

Level 3: Indigenous Protocols & Cultural Traditions in Saskatchewan

This advanced session provides an in depth look at how to interact with Indigenous senior officials, Elders and Knowledge Keepers. 100% of the registration fees for Level 3 training are donated to the Saskatchewan First Nations Veterans Association.

In March 2020, the SCC partnered with John Lagimodiere of ACS Aboriginal Consulting Services to offer online webinars as an alternative to in-person sessions. As a result, the SCC has seen a

substantial increase in registrations and is reaching a broader audience throughout Saskatchewan. In 2020, the SCC saw over 1,300 registrations, representing over 100 businesses in the province, and issued almost 500 Certificates of Participation.

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Indigenous **Business** Directory



In September 2020, the Saskatchewan Chamber of Commerce officially launched its Indigenous Business Directory, a component of its Indigenous Engagement Charter. The Indigenous Business Directory will ensure that more Indigenous-owned businesses can participate in the Saskatchewan supply chain and will allow for increased engagement between members of the Saskatchewan Chamber of Commerce and Indigenous-owned businesses in the province.

The SCC's Indigenous Engagement Charter was launched in January 2020 and serves as a road map to provide businesses with tools to

achieve engagement and assists the business community in demonstrating the role it must play in reconciliation. The Indigenous Business Directory is an important addition to the resources offered by the Indigenous Engagement Charter and is a valuable tool for businesses that want to meaningfully engage with the Indigenous business community in Saskatchewan.

The Indigenous Business Directory focuses on Indigenous-owned businesses, defined as 51%+ Indigenous-owned, and includes verified and non-verified businesses. The online portal allows for businesses to set up a profile and

provide additional information such as locations, services offered and contact details. Businesses in the directory have been contacted and encouraged to claim their profile and update all details. Adding verified Indigenous-owned businesses to the directory will open up the market and provide an opportunity for more connections to be made.

The SCC is encouraging all Saskatchewan businesses to use the Directory in their procurement and partnership plans. By doing so, businesses will gain quality suppliers and help the overall economy grow.



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I would use."**

Danielle Robson, Franchise Owner, Tim Hortons

Chamber Accreditation Validates Strong Chambers of Commerce

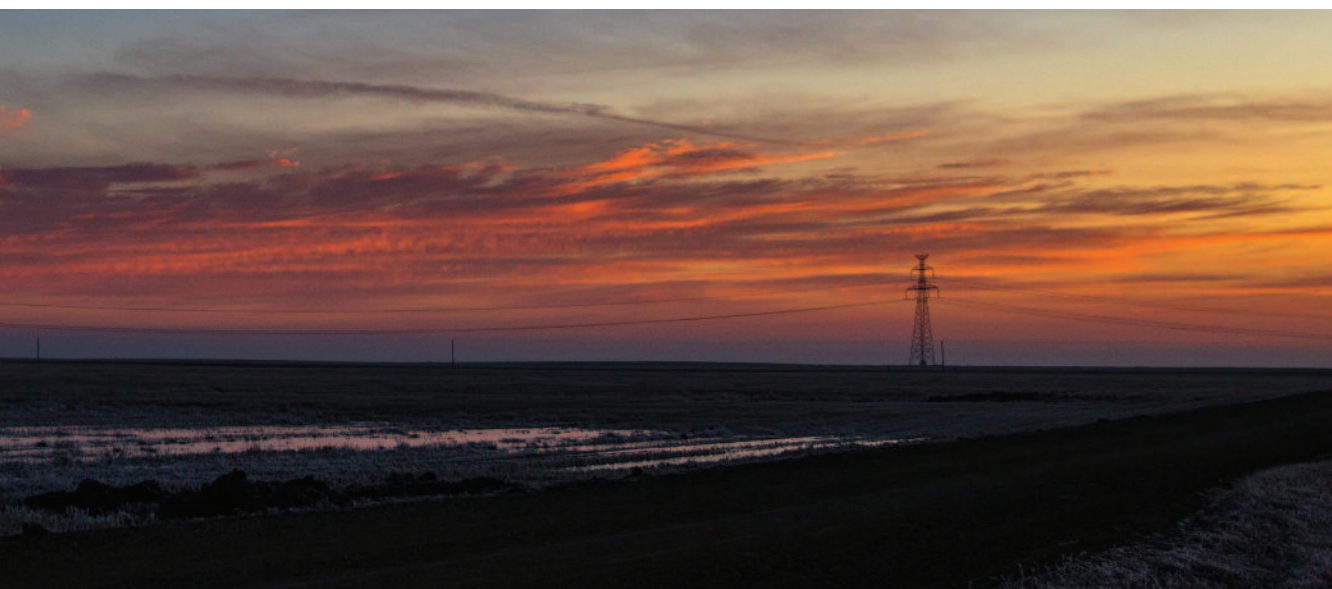


Photo by Tandem X Visuals

The Canadian chamber network has an accreditation process that chambers can use to measure themselves against the best chambers in their size class across the country. There are several areas of measurement like governance, membership processes, government relations and community engagement. The intent is not to create competition, but to provide a process to assist chambers and ensure they are hitting the mark.

This past year the Prairie Sky Chamber of Commerce, representing the Warman and Martensville area, was accredited

for the first time and the Yorkton Chamber of Commerce renewed their accreditation. The Saskatoon, Regina and Saskatchewan chambers are also accredited, while more chambers across the province are in the process of becoming accredited. For many chambers, the merits of seeing where they stand currently will help them address areas where they may be less evolved.

Saskatchewan has many strong chambers and the accreditation process, while requiring some time commitment, provides a basis to grow and records in one place the

many good processes that a chamber does on behalf of their business community.

By comparing ourselves against the best we can all improve. For more information, visit accreditationcc.ca or contact the Saskatchewan Chamber of Commerce.



Understand the responsibilities of an employer

Did you know?

Employers who work in a mandatory industry* in Saskatchewan must have a WCB account under *The Workers' Compensation Act, 2013* (the Act).

An employer is anyone who hires one or more workers either on their payroll or on a contract basis.

Contract situations are present in all industries. An invoice from a business or an individual is considered a contract. Generally, this means that you must report all persons or businesses that you pay but do not carry on your payroll.

Responsibilities

- ✓ Register your business within 30 days of hiring a worker either on payroll and/or on a contract basis.
- ✓ Report your total gross payroll for all workers and contract labour by Feb. 28 annually.
- ✓ Request a clearance on all workers who you do not carry on your payroll.
- ✓ Report a work-related injury to the WCB within five days of being made aware.
- ✓ Pay your annual premiums on time.

*Mandatory industries are defined under the Act. Excluded industries and occupations are listed in Part II of the Act (farming and ranching) and in *The Workers' Compensation Miscellaneous Regulations* (all other excluded industries).

For more information, visit our website at www.wcbsask.com, email employerservices@wcbsask.com, call 306.787.4370 or toll free 1.800.667.7590.



Saskatchewan
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Trial **Membership** Program



Photo by Tandem X Visuals

In the midst of the COVID-19 pandemic, the Saskatchewan Chamber of Commerce was inundated with questions from businesses often pertaining to newly announced government programs. People needed help and often were not sure where to turn.

Many of these companies were long-time Chamber members who had come to rely on the Chamber for assistance over the years, while others were new to the Chamber and feared for the survival of their business. For those companies, the work of a provincial Chamber of Commerce was foreign to them. Unfortunately, at this stage of business uncertainty and with revenue prospects bleak, the last thing many were in a position to do was make a financial commitment to a Chamber membership. In the interests of the broader

provincial economic recovery, the decision was made to launch a six month, no cost Trial Membership Program. This allowed companies to avail themselves of the benefits of the Saskatchewan Chamber of Commerce while continuing to focus on the economic well-being of their business.

As the six-month period draws to a close, we are pleased to have helped approximately 50 Saskatchewan businesses. Trial members have engaged in several Chamber programs, actively supported programs via sponsorship and in almost all cases, made the most of this opportunity.

Renewals are beginning now and it is clear the vast majority of these businesses will convert to regular Chamber memberships.

“A rising tide lifts all boats” is an expression often referenced in terms of Saskatchewan’s economic recovery. We are proud that the Trial Membership Program will have helped several Saskatchewan businesses navigate the troubled waters during this difficult time in our province’s history.

SCC Environment Committee

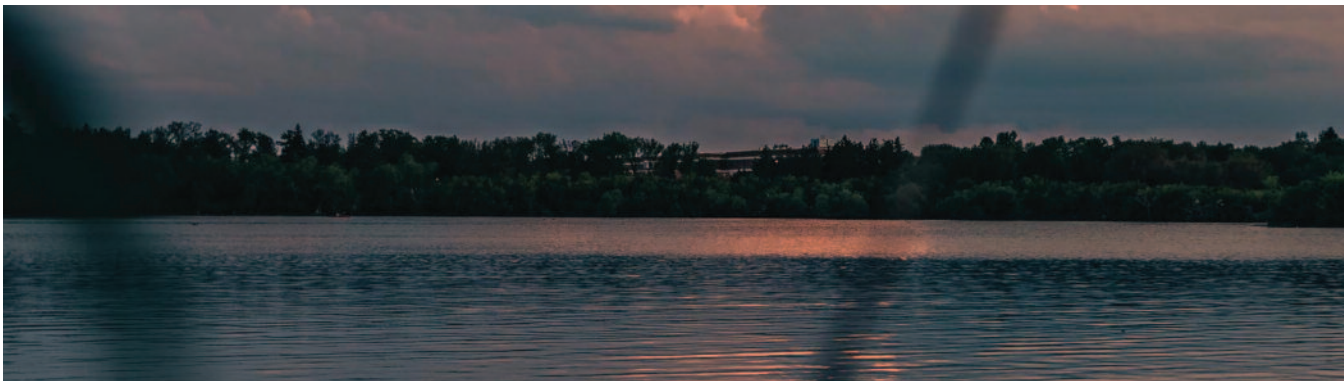


Photo by Tandem X Visuals

There should be greater emphasis on investing in energy efficiency, technology, and innovations because these would result in effective ways to quickly and permanently reduce baseload energy needs.

The SCC Environment Committee was established in 2002 to address issues arising from environmental policy that affect business operations in Saskatchewan. The Committee regularly meets for discussions, often with senior government officials in attendance, and develops policy resolutions.

The past year has resulted in lots of movement on the environment file at both the provincial and federal levels. For example, the federal government announced Canada's Strengthened Climate Plan in late December to achieve net-zero emissions by the year 2050, which included the significant raising of the carbon tax to \$170 per tonne by 2030 and a Clean Fuel Standard. The ambitious plan will have many impacts on the competitiveness of our industries and the associated cumulative costs will continue to

increase. We are certainly moving towards a low carbon economy, but we will still need our traditional oil and gas sector to meet our energy needs during this transition. There should be a greater emphasis on investing in energy efficiency, technology, and innovations because these would result in effective ways to quickly and permanently reduce baseload energy needs. The SCC actively continues our research and advocacy efforts on this file.

The SCC extends many thanks to Bob Schutzman for his years of dedicated service as the Chair of our Environment Committee. We welcome Jessica Theriault as our new Chair and look forward to her direction. Our Environment Committee continues to be active advocates for the interests of our business community.



Thought Leadership Hubs

The Saskatchewan Chamber of Commerce launched a new Thought Leadership Hub series in 2020 with support from RBC and Knight Archer Insurance. The series began in September 2020 and brought together business leaders from across Saskatchewan.

During the nine events in 2020, over 150 businesses came together to exchange ideas, experiences and sometimes, frustrations, all contributing to providing solutions on a wide variety of topics. The discussion topics and the Thought Leadership Hub concept itself grew from the hundreds of calls SCC staff made to members during the early days of the COVID-19 pandemic. Each Hub began with an expert who was responsible for framing the conversation and open discussion on shared experiences and big ideas followed. The following topics were discussed in the 2020 Thought Leadership Hub series:

- Long Term Effects on Commercial Real Estate – with special guest Peter Lawrek, Brunsdon Lawrek & Associates
- Indigenous Engagement – with special guest Nick Crighton, Saskatchewan Chamber of Commerce
- Travel Matters – with special guest Shawna Nelson, Sheraton Cavalier Saskatoon Hotel

- Saskatchewan Competitiveness – with special guest Ted Hillstead, Grant Thornton LLP
- Saskatchewan Labour Market – with special guest Angela Degelman, David Aplin Group
- Consumer and Employee Friendly Workspaces – with special guest Kevin Stricker, Fries Tallman Lumber
- Mental Health – with special guest Leon Ferguson, Bridges Health
- Trade Diversification – with special guest Chris Dekker, Saskatchewan Trade & Export Partnership
- Saskatchewan's Economic Recovery – with special guest Greg Yuel, PIC Investment Group Inc.

Many new business relationships were formed from these sessions and participants indicated they are looking forward to continuing the discussions on a new range of topics in 2021.

In addition to the Thought Leadership Hubs, we were fortunate to host Mr. John Stackhouse of RBC in November 2020. John presented his report “Small Business, Big Pivot” to a virtual audience of SCC members. The session covered a five-point plan to help small businesses remain solvent and exit stronger from the pandemic.

Following the presentation was a panel where SCC members Alisha Esmail of Road Coffee Co. and Shawn Moen of 9 Mile Legacy Brewing joined John to talk about the big pivots they have made in their respective businesses. You can view the John Stackhouse presentation on the Saskatchewan Chamber of Commerce YouTube channel.

These Thought Leadership events helped gather members of our business community and provide solutions during a time when it was needed most and the Chamber looks forward to continuing these efforts in 2021.

BUSINESS

MANAGEMENT

ESSENTIALS

Saskatchewan Chamber has partnered with the Saskatchewan Colleges to deliver dynamic and informational management/leadership workshops that will help employees to build on their core business, supervisory and leadership skills.

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The Business Management Essentials (BME) provided by the College are ideal for aspiring, new and current supervisors and business professionals. These programs will help learners improve their management and leadership acumen through practical, skill-oriented business courses.

The BME program is designed with two levels of achievement. Once four workshops have been successfully completed, a Level 1 Certificate will be awarded. When eight workshops have been completed, the Level 2 Certificate will be awarded.

BME Workshops:

- Customer Services
- Time Management
- Supervising Others
- Communication Strategies
- Conflict Resolution
- Meeting Management
- Leadership & Influence
- Performance Management
- Teamwork & Teambuilding

Energy Series



The Energy Series was created in 2019 by the Saskatchewan Chamber of Commerce to support Saskatchewan's oil and gas industries, explore energy innovation and promote energy efficiency. Under normal circumstances, it would include a variety of events teaching members about current and future energy sources in our great province. Given the COVID-19 pandemic, we transitioned the Energy Series to be a set of engagement sessions held in conjunction with SaskPower with a focus on electricity options and plans for sustainable power systems. The online engagement sessions took place with Chamber members in Regina, Estevan and Prince Albert with plans to continue the series in 2021 to additional communities.

The guest lists were curated to include municipalities, small businesses, large businesses, those interested in self power generation, Indigenous communities that generate power and more. During the sessions, SaskPower provided an overview on the current state of power in Saskatchewan and described to guests what the future of power could look like.

The topics covered in these sessions not only covered power itself, but also addressed environmental considerations, Indigenous participation and

economic development in Saskatchewan. And while solar power, nuclear power, and green energy was discussed; the focus was on what a sustainable power system means to you.

We are looking forward to many more conversations like these in our 2021 Energy Series, which will include expert panel discussions, casual Q & A sessions, and energy related content aimed to educate Saskatchewan on the importance of our energy sector.





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Photo by Tandem X Visuals

Labour Market Council

The Labour Market Council met regularly throughout 2020 to share information on Saskatchewan's labour market. Impacts of the COVID-19 pandemic on business and the labour market directed discussion for much of the year and sessions were focused largely on opportunities and challenges arising as a result the pandemic.

Effective September 2020, the Labour Market Council bid a fond farewell to standing chair, Holly Hetherington, President of Leadership Source Inc., and past Chair of the Board for the SCC.

2020/21 Labour Market Council Members:

- **Sandy Baumgartner**
Executive Director
Saskatchewan Science Centre
- **Ashley Boha**
Executive Director
Regina Work Preparation Centre Inc.
- **Lisette Cameron**
Analyst
PetroLMI
Division of Energy Safety Canada
- **Dale Daniels**
Executive Director
Employer Services Branch
Ministry of Immigration & Career Training, Government of Saskatchewan
- **Dr. Gina Grandy**
Dean
Hill and Levene Schools of Business, University of Regina
- **Larry Heggs**
Executive Director
Weyburn Chamber of Commerce
- **John Lax**
Director
Industry Relations, Priority Saskatchewan, SaskBuilds
- **Dion Malakoff**
Executive Director
Saskatchewan Building Trades
- **Jeff Ritter**
CEO
Apprenticeship & Trade Certification Commission
- **Larry Rosia**
President & CEO
Saskatchewan Polytechnic
- **Pamela Schwann**
President
Saskatchewan Mining Association
- **Steve Seiferling**
Managing Lawyer
Seiferling Law
- **Darcy Smycniuk**
Assistant Deputy Minister
Training & Employer Services
Ministry of Immigration & Career Training, Government of Saskatchewan
- **Janet Uchacz-Hart**
Executive Director
Saskatoon Industry-Education Council
- **Dr. Keith Willoughby**
Dean
Edwards School of Business, University of Saskatchewan

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\$2.8 BILLION
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SOURCE: CAPP



\$10 BILLION
IN ROYALTIES
(2012-2018)

SOURCE: CAPP



CANADA'S
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SOURCE: CLEAN RESOURCE INNOVATION NETWORK, 2019

**A STRONG OIL AND GAS INDUSTRY SUPPORTS
A STRONG SASKATCHEWAN RECOVERY**



Training and Employment Network



Saskatchewan's chambers of commerce play an integral role in the TEN through:

- **Leading** all stakeholders in order to work together toward an enhanced labour market. The chamber role is to act as an employer convener, an ecosystem coordinator, an employer educator, an experiential learning coordinator, a pathway designer, a data provider, and a fundraiser. It is key that employers see value in the TEN as this will determine its progress.
- **Aligning** a workforce training and education system that matches underrepresented workers with employer-driven demand. Workforce alignment is the idea that every community has different silos and by using chambers of commerce to bring efforts together and align growth together, we avoid duplicating results and work towards a common goal. Ultimately, the chamber role is to align people, processes, and systems.
- **Connecting** people to employers and training based on skills.

In response to the COVID-19 pandemic, the SCC developed the Training & Employment Network (TEN) to provide support to communities and companies to integrate Indigenous, immigrant, youth, and women workers into the local workforce.

The TEN is funded through Western Economic Diversification Canada (WD) and administered by the SCC. Through the TEN, participating chambers receive up to \$10,000 in funding to develop and implement a Community Action Plan that identifies gaps in regional labour markets and creates opportunities for employers and workers. The intent of the TEN is to provide clear and locally coordinated pathways for workers to be identified, as well as

to present learning opportunities to enhance skills using a combination of existing and new training for employers.

The TEN is specifically targeted to underrepresented groups including Indigenous peoples, women, gig workers, youth workers (ages 18-24), students (under 18), and newcomers (in Canada less than 5 years).

In October 2020, the Chamber network circulated a survey to businesses across the province to identify current labour demands by region. Using localized survey analysis, chambers of commerce are working to develop and implement action plans specific to their communities.

Regional chambers of commerce participating in the TEN include Battlefords, Estevan, Humboldt, Kindersley, Lloydminster, Moose Jaw, Nipawin, Prairie Sky (Warman & Martensville), Prince Albert, Swift Current, Weyburn, and Yorkton.

We deliver for Saskatchewan.



*At Enbridge, we deliver
the energy that helps fuel
Saskatchewan's economy.*

Enbridge is proud to be a member of the Saskatchewan Chamber of Commerce. This Annual Report, covering the 100th anniversary, is a testament to the Chamber's vital role as an advocate for the province's business community.

For more than 70 years, Enbridge has supported Saskatchewan's economy by delivering reliable and affordable energy across the province. What's more, we help to ensure that Saskatchewan energy is safely and efficiently delivered to high-value markets.

In 2021, the focus will be on post-pandemic economic recovery in Saskatchewan and markets beyond. We believe that when the energy you invest in business meets the energy we deliver, renewed confidence happens.



Student Work Placement Program

HIRE A STUDENT TO SUPPORT YOUR BUSINESS

MAGNET

SASKATCHEWAN
CHAMBER of COMMERCE

The Saskatchewan Chamber of Commerce has partnered with Magnet to provide additional business growth knowledge and tools to Saskatchewan businesses. The Magnet platform uses intelligent matching technology to bring talent and relevant business growth information directly to businesses.

The recruiting tools empower businesses to target job opportunities to candidates based on skills, experience, education, certifications, and diversity requirements.

The platform allows users to reach job seekers from more than 85 post-secondary institutions across Canada and assists employers in accessing the financial supports available for student hiring through the Student Work Placement Program (SWPP). The platform also assists employers in building more inclusive and equitable workplaces, and enables diverse and inclusive hiring with tools that target LGBTQ candidates, newcomers, persons with disabilities, Indigenous persons, women, and visible minorities. Magnet includes

access to business growth information from Export Development Canada, Business Development Bank of Canada, Global Affairs Canada and the Future Skills Centre.

The SCC Magnet platform is available on the Saskatchewan Chamber of Commerce website and is open to all Saskatchewan businesses.



DREAM. GROW. THRIVE.

MEET YOUR SASKATCHEWAN TEAM

Partner with the only lender
100% invested in Canadian
agriculture and food

Give us a call and let's get started

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I am the Chamber

In August 2020, the Saskatchewan Chamber of Commerce launched the “I am the Chamber” campaign on its social media platforms. The campaign was based around the benefits that the most engaged members of the Saskatchewan Chamber of Commerce experience, thanks to their connection to the chamber. The success of any chamber is its members, and the SCC is fortunate to have a network of engaged members that strengthen the Saskatchewan business community through their involvement.

Chamber members agreed that they felt connected, represented and supported by the Chamber and some members are also considered to be leaders in their communities. The benefits of membership were clearly showcased by featuring some of the Chamber’s most-engaged members as part of the campaign.

The success of the campaign (over 1 million impressions!) is thanks to the members who agreed to be part of the campaign: Patricia Warsaba Q.C., partner at McKercher LLP, Thomas Benjoe, CEO at FHQ

Developments, Aimee Schulhauser, owner of the Tangerine Group of Companies, George Jr. Partyka, CEO of PTI Transformers, Mike Tate, Vice-President of Business Development at Greenwave Innovations Inc., and Sonia Kalburgi, University student and supporter of the Saskatchewan Chamber of Commerce.

The campaign was incredibly well-received and adaptations of the campaign will appear throughout 2021.





GRANT HALL HOTEL

DISCOVER A NEW LEVEL OF COMFORT



Located in the heart of Downtown, The Grant Hall Hotel offers guests a quiet, comfortable stay in luxurious accommodations.

The Little Chicago Steakhouse and the Soo Line Lounge provide a flavourful taste on classic dishes, located in our lobby.

YOUR WARM AND FRIENDLY WELCOME AWAITS !

(306) 621-2113
WWW.GRANTHALL.CA

Why Join the Saskatchewan Chamber of Commerce?



The Saskatchewan Chamber of Commerce has been serving members of the Saskatchewan business community for over 100 years. Much has changed over that time, but many of the reasons that draw businesses to the Chamber have been consistent over that time.

The backbone of the Saskatchewan Chamber of Commerce is business advocacy. The Saskatchewan Chamber of Commerce is the province's premier business advocate. Through your input and influence, the Saskatchewan Chamber of Commerce ensures that the Government understands the needs of your business and the larger business community. As an SCC member, you have a direct impact on the SCC's policies and priorities at the AGM and through a

variety of other annual events. Stay connected on the SCC's advocacy work through our website, e-mail list, surveys and social media channels.

Another opportunity that draws many businesses to the Chamber is networking. Membership in the Chamber is an opportunity to get in front of Saskatchewan's decision-makers at SCC events ranging from our sellout Political Forum to our exclusive Chair's Invitational Dinner. SCC events enable you to connect with Saskatchewan's top political leaders while mingling with other business leaders, future customers, suppliers and friends. If you are looking for a way to enhance the profile of your business in the province, membership in the Chamber and placement in the SCC Member Directory is a great place to start.

A third reason many companies look to the SCC is for access to the Chamber Group Insurance Plan, Canada's largest plan targeted to small-to-medium businesses.

Introduced in the early 1970s, Chambers Plan now provides coverage to over 30,000 firms like yours. Chambers Plan offers traditional coverage such as life, health, dental and disability, critical illness and so much more. Visit the website today at

www.chamberplan.ca to find out why Chambers Plan is Canada's #1 group health insurance plan for small firms.

The Saskatchewan Chamber of Commerce welcomes conversations with all businesses about how we can work together to improve the Saskatchewan business climate making our province the best place in Canada to live, work and invest.

For more information on a membership that works for your business, visit www.saskchamber.com or call 306-352-2671.



2020-21 Sponsors

It is thanks to these sponsors that various Saskatchewan Chamber of Commerce events and projects were possible in 2020 and 2021.



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THE ECONOMIC VALUE OF SASKATCHEWAN POLYTECHNIC

Creating a positive impact on Saskatchewan's business community.



24,337 jobs supported



1 in 24

Number of jobs supported by activities of Sask Polytech, its students and alumni.

TOTAL ANNUAL IMPACT:
\$2.2 billion added income

3.1%

Sask Polytech's total Gross Provincial Product (GPP) impact. That is a larger contribution than the utilities industry.

\$13,300

Annual increase in earnings the average diploma graduate from Sask Polytech will receive compared to a person with a high school diploma or equivalent working in Saskatchewan.

Learn more at
saskpolytech.ca/economicimpact

**SASKATCHEWAN
POLYTECHNIC**



“We enter 2021 with the strength of our strategic plan in place, with an expanded staff complement of exceptionally skilled individuals and with a Saskatchewan chamber network that is stronger than ever.”

**Steve McLellan,
Chief Executive Officer**



WOMEN ENTREPRENEURS SASKATCHEWAN

WHO WE ARE

With over 1200 members across Saskatchewan and over \$38M provided in financing, WESK is proudly dedicated to helping women launch and grow sustainable businesses that fuel Saskatchewan's prosperity.

WESK FINANCING

Loans of up to \$150,000 are available through WESK's financing fund.

- Start-up loans
- Expansion loans
- Purchasing a business
- Buying equipment
- Inventory purchases
- Fulfilling government contracts

REGIONAL RELIEF & RECOVERY FUND

WESK is accepting applications for the Regional Relief and Recovery Fund (RRRF).

Loans of up to \$60,000 are available to address the impacts of COVID-19 on short-term stability. Limited funds available, apply now!

**FOR MORE INFORMATION
AND TO APPLY:**

**WESK.CA
P: 306.477.7173
E: LOANSADMIN@WESK.CA**