



# ANNUAL REPORT 2023



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## Message from our CEO and our Chair

Dear Members and Friends,

Reflecting on the significant milestones achieved in 2023, we find ourselves inspired by the collective efforts that have shaped the Saskatchewan Chamber of Commerce's trajectory.

This year's annual report may present a different look than previous reports. Over the past year, we have been shaping this new identity, culminating in the exciting launch of our **new brand and website** in January 2024. We are pleased to feature the transformation throughout this report.

Our board of directors underwent **strategic planning** to identify priorities for the next three years, as well as **governance training** to better serve our organization and our members. Aligned with our commitment to continuous improvement, our new brand reflects a refreshed mission and vision for the organization.

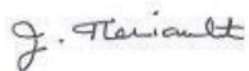
Throughout 2023, our commitment to **advocacy** was demonstrated in actively addressing key issues across multiple sectors, including critical minerals, energy, infrastructure, taxation, and labour. Our advocacy day at the Saskatchewan Legislature with the local chamber network effectively conveyed critical issues to cabinet ministers, addressing concerns impacting communities across the province. Our mission to Ottawa with a delegation of 13 member businesses was unparalleled, fostering impactful discussions with key decision-makers and positioning Saskatchewan as a vital contributor to Canada's global competitiveness.

We continued to explore innovative ways to support our province's small businesses. We hosted our inaugural **PowerUp Summit**, which provided local businesses with invaluable opportunities to acquire new strategies and build connections to fuel their growth.

As we turn the page to the year ahead, we are filled with optimism. The Chamber remains dedicated to advocating for your interests and supporting your initiatives. With a renewed mission, strengthened governance, and a refreshed brand, we look forward to the continued growth and collaboration that lie ahead as we work towards a prosperous and competitive business climate in Saskatchewan.



Prabha Ramaswamy  
CEO



Jessica Theriault  
Board Chair

# Mission

The Saskatchewan Chamber of Commerce is the voice of business for a prosperous Saskatchewan. We advance the interests of business through advocacy and member services.

# Vision

The Saskatchewan Chamber of Commerce is a credible leader, knowledgeable influencer, and trusted connector promoting economic growth.

# Values

## TRUSTWORTHY

We prioritize integrity, reliability, and transparency in all our interactions, fostering relationships built on mutual respect and accountability.

## COURAGEOUS

We advance solutions-based positions that support the greater economic good of Saskatchewan and, in doing so, we engage with diverse groups and sectors of government.

## CREDIBLE

We identify trends, develop evidence-based positions, and communicate our positions responsibly.

## COLLABORATIVE

We respect the diverse interests of our members and business community. We use our unique position to cultivate innovative solutions.





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Are you looking to hire business grads? Edwards Career Services offers curated resume books to employers looking to hire recent and soon-to-be business grads seeking employment.

To request your resume book, please contact us with details on the opportunity and we will put together a resume book for you! Email [careers@edwards.usask.ca](mailto:careers@edwards.usask.ca) or call us at [306-966-6560](tel:306-966-6560).



**EDWARDS**  
SCHOOL OF BUSINESS  
UNIVERSITY OF SASKATCHEWAN

TOGETHER



## Board of Directors



**Jessica Theriault**  
Board Chair  
The Mosaic Company  
Regina

**"In a transformative 2023, the board worked as a team to strengthen the Chamber's impact and elevate Saskatchewan's business landscape. I'm very grateful to have served as your chair during this exciting period of growth."**

Jessica Theriault, 2023-24 Board Chair



**Evan Doecker**  
Past Chair  
Doecker Industries Ltd.  
Anaheim



**Greg McIntyre**  
1st Vice Chair  
RBC Royal Bank  
Moose Jaw



**Khurram Awan**  
2nd Vice Chair  
Miller Thomson LLP  
Regina



**Jason Moser**  
Director  
PFM Capital Inc.  
Regina



**Leanne Parsons**  
Director  
K + S Potash Canada  
Saskatoon



**Tyler Willox**  
Director  
Flowing River Capital Partners  
Regina



**Neha Jain**  
Director  
Neha Jain Consulting  
Regina



**Shawn Moen**  
Director  
9 Mile Legacy Brewing Co. Ltd.  
Saskatoon



**Ashley Drummond**  
Director  
WOW Factor Media  
Moose Jaw



**Thomas Siarkos**  
Director  
Memories Dining and Bar  
Regina



## Comprehensive benefits shouldn't have to break the bank!

### Extended Health Care

- ✓ Prescription drugs
- ✓ Ambulance
- ✓ Eye examinations
- ✓ Emergency travel health care
- ✓ 24-hour medical support

- ✓ Special services like:
  - Massage therapy
  - Chiropractor
  - Physiotherapy

### Dental Care

- ✓ Cleanings
- ✓ X-rays
- ✓ Extractions

- ✓ Major services
- ✓ Orthodontics for businesses with 10+ employees

### Disability Coverage

- ✓ If ever you're unable to work, it's so reassuring to know you've got support in place to help protect your family and finances.

### Critical Illness

- ✓ Nobody ever wants to receive a life-altering diagnosis, but if you do, Chambers Plan is there with a lump sum payment of up to \$50,000.

### Employee Assistance Program

- ✓ It sure is nice knowing caring, professional counselling support is available whenever you, your staff or loved ones need it.

### Health Care Spending Account

- ✓ It's awesome having the flexibility (and cash!) to top up your benefits or pay for eligible expenses that are outside your plan!

## REAL BENEFITS FOR YOUR BUSINESS

For more information  
1.833.285.1123 | [www.chamberplan.ca](http://www.chamberplan.ca)



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## Staff



**Prabha Ramaswamy**  
Chief Executive Officer



**Virginia Wilkinson**  
Chief Operations Officer



**Bethany Kulaway**  
Director of Policy



**Clare Britz**  
Membership and Administrative  
Coordinator



**Jenna Watson**  
Indigenous Engagement  
Manager



**Josh Haugerud**  
Director of Membership



**Josie Fries**  
Director of Marketing  
and Events



**Kristin McGee**  
Research and Policy Consultant



**Melanie Metcalf**  
Events Manager



**Nicole Lamontagne**  
Executive Assistant



## OPPORTUNITY

With roots tracing back to 1926, we know Saskatchewan.  
Our prairie skies remind us of the limitless potential available.

From sunrise to sunset, we navigate challenges,  
reaching beyond the horizon towards new possibilities.

We are witness to our clients' achievements as they unfold in this land of living skies.  
And we have been proudly celebrating this for nearly a century.



### SASKATOON

374 Third Avenue South  
Saskatoon, SK S7K 1M5  
(306) 653-2000 F (306) 653-2669

### REGINA

800 - 1801 Hamilton Street  
Regina, SK S4P 4B4  
(306) 565-6500 F (306) 565-6565

[mckercher.ca](http://mckercher.ca)



We acknowledge that we are living and working from Treaty Lands, the traditional lands of First Nations People and homeland of the Métis. We are committed to moving forward in a respectful way in the spirit of reconciliation.

## A New Look for the Saskatchewan Chamber

Left, top: Prabha Ramaswamy, CEO, unveiling the Chamber's new brand identity.

Left, middle: The Chamber team gathers for a photo at the brand launch.

Left, bottom: The Chamber's new website.

Below: Jessica Theriault, Board Chair, bringing remarks before the brand reveal.

In 2023, we undertook a transformative journey to refresh our look and update our website. While our former brand had been instrumental in guiding us to our current success, Saskatchewan's constantly evolving landscape prompted a strategic rebranding. This initiative was a crucial step to ensure that we continue to effectively serve our members and the business community, while also enhancing our digital presence for future growth.

After a year of dedicated effort, we successfully launched the new brand in January 2024. The brand embodies the essence of Saskatchewan, with the province's distinctive shape taking center stage as a tribute to our roots and purpose. The upward lines in the design not only symbolize growth and expansion but also the opportunities that transcend our borders.

At the heart of this initiative was our revamped website, which features an intuitive resource hub, improved member dashboards, and streamlined event management. This digital upgrade not only redefined our online presence but also enhanced the user experience, aligning with our goals to strengthen our province's business ecosystem.







## Empowering the health of your *employees.*

### Your people, your experience, your Blue Essentials™ plan.

Your team is your most valuable asset. Specifically designed to help businesses with 3–19 employees, Blue Essentials™ is a workplace benefits plan that can help ensure their health and wellness needs are well taken care of.

Have more than 19 employees? Our team will work with you to customize a plan to fit the unique needs of your business.

**Protect your employees.** Visit [sk.bluecross.ca/smallbusiness](https://sk.bluecross.ca/smallbusiness).



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## Membership

**82%**

**Member Retention Rate**

**133**

**Members have been with us  
for over 25 years!**

**41**

**Members have been with us  
for over 40 years!**

**"We're committed to building a better  
business climate in Saskatchewan."**

The Saskatchewan Chamber of Commerce has been the voice of Saskatchewan business for more than a century. Advocacy is at the forefront of everything we do. Your active participation, whether at signature events, engagement through InputSask surveys, or exclusive roundtable discussions with government representatives, directly shapes Saskatchewan's business landscape. In 2023, we continued to champion policies that create an environment that is conducive to your business success.

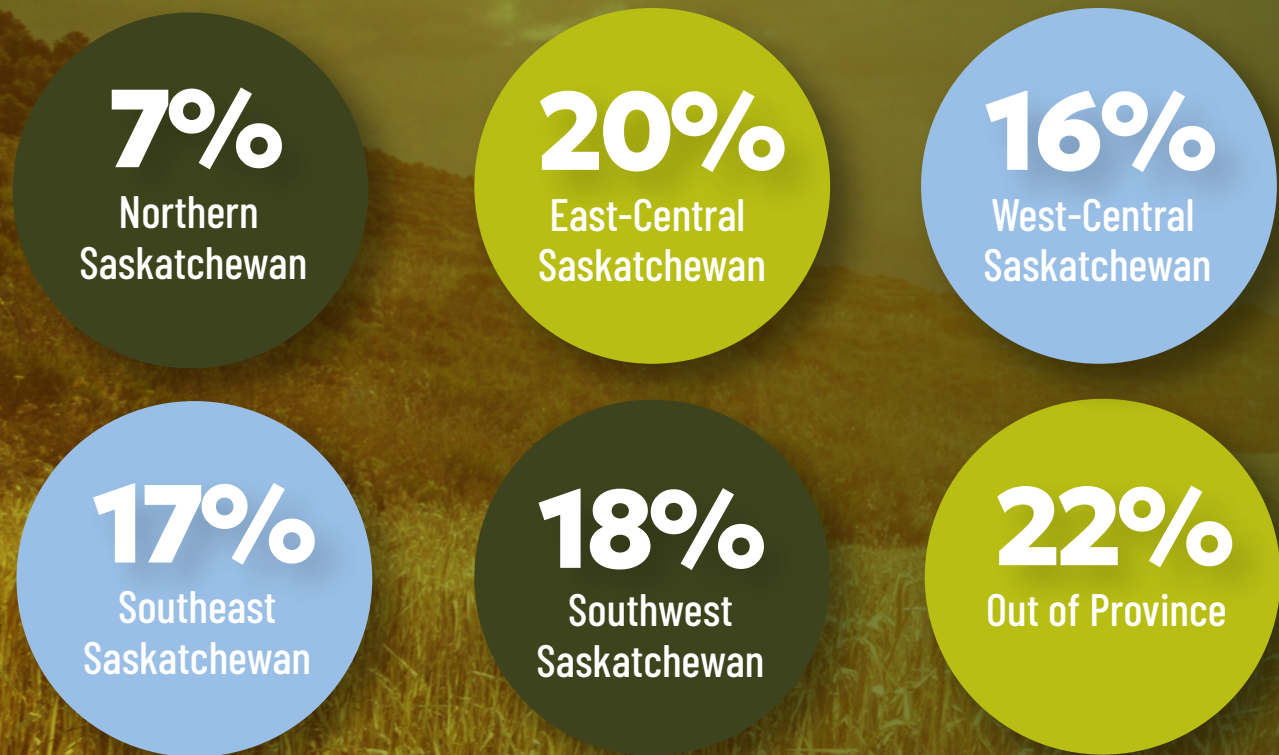
In 2023, our members enjoyed exclusive access to events like our Political Forum and Chair's Invitational Dinner, where they took advantage of valuable networking opportunities with prominent government officials and business leaders.

They also benefited from tangible advantages, including the Chambers Plan—the largest benefits plan for small to medium-sized businesses in Canada, covering health, dental, disability, and critical illness.





## Membership Breakdown By Region



## Membership Breakdown by Category

Agriculture, Fishing & Forestry	11%	Manufacturing, Production & Wholesale	4%
Advertising & Media	3%	Natural Resources	4%
Automotive & Marine	2%	Organizations and Non-Profit	11%
Business & Professional Services	13%	Personal Services & Care	1%
Construction Equipment & Contractors	8%	Public Utilities	1%
Environment	1%	Real Estate, Moving & Storage	2%
Finance & Insurance	7%	Restaurants, Food & Beverages	1%
Government, Education & Individuals	6%	Shopping & Specialty Retail	7%
Health Care	6%	Sports & Recreation	2%
Industrial Supplies & Services	2%	Technology, Computers & Telecommunications	2%
Legal	2%	Transportation	3%
Lodging & Travel	2%	Art, Culture & Entertainment	2%



# Advocacy

## PROVINCIAL ADVOCACY

In 2023, our steadfast commitment to advocacy contributed to enhanced business competitiveness and an enriched business climate in Saskatchewan.

**We facilitated our first Advocacy Day at the Saskatchewan Legislature** for our local chambers, providing opportunities to connect and engage with provincial government officials. Chamber representatives had productive discussions with key cabinet ministers, including Hon. Don McMorris, Minister of Government Relations, Labour Relations, and Workplace Safety; Hon. Jim Reiter, Minister of Energy and Resources; Hon. Gordon Wyant, Minister of Advanced Education; Hon. Jeremy Cockrill, then Minister of Highways; Hon. Donna Harpauer, Minister of Finance; Hon. Jeremy Harrison, Minister of Trade and Export Development and Minister of Immigration and Career Training; and Premier Scott Moe. The discussions centered around crucial topics such as infrastructure, critical minerals, labour, energy, and taxes.

Throughout the course of the year, our team worked diligently to advance several key issues relevant to Saskatchewan businesses:

- **Opposition to Mandatory Fertilizer Reductions Targets:**

At the Canadian Chamber's AGM, we proposed a resolution urging the Government of Canada to keep the reduction of greenhouse gas emissions from on-farm fertilizers voluntary. The resolution suggests encouraging emission reduction through incentives and grants, including sequestration. This was adopted with 86% member support.



- **Return of the Carbon Tax Proceeds to SMEs:** We persistently advocated for the prompt return of Fuel Charge Carbon Tax Proceeds to small businesses in Saskatchewan. In 2023, our efforts included ongoing communication with Ministry of Environment officials, supporting the selection of a program administrator, engaging in discussions with officials in Ottawa, and backing the messaging of the Canadian Chamber of Commerce.
- **Employment Provisions Review:** We responded to the Government of Saskatchewan's request for feedback on *The Saskatchewan Employment Act*, proposing 27 recommendations to enhance employment standards in areas such as work hours, schedules, overtime, tips, youth employment, illness and injury protections, leaves, layoffs, terminations, and foundational definitions of employers and employees.
- **Prioritizing Potash and Uranium in Canada's Critical Minerals Strategy:** Also at the Canadian Chamber of Commerce AGM, we advocated for the inclusion of potash and uranium in the Government of Canada's list of priority critical minerals. We requested that they receive support and incentives similar to other minerals that are crucial for clean technology.

Top: Local chamber leaders gather at the Saskatchewan Legislature for the Saskatchewan Chamber's Advocacy Day.

**“The Saskatchewan Chamber has been a strong advocate for shaping policy that has had a positive impact on our local business community.”**

Dean Clark, Chairman and CEO, Greenwave Innovations

## ADVOCACY AT THE FEDERAL AND GLOBAL LEVEL

Our **Advocacy Day on the Hill** in Ottawa was a milestone for the Saskatchewan Chamber. In November, we hosted a delegation of 13 member businesses, assisting them to engage with leaders from both the Liberal and Conservative parties. Emphasizing the province’s commitment to innovation, natural resource development, and sustainability as integral to Canada’s success, the delegation conveyed that the province has what the world needs for a prosperous and globally competitive Canada.

Earlier in the year, we were pleased to participate in the **Canadian Chamber of Commerce’s Hill Day**, where business leaders from various sectors came together to meet and engage with parliamentarians and government officials to discuss the most pressing policy issues affecting our businesses and the economy.

On the global front, our CEO, Prabha Ramaswamy, along with board chair Jessica Theriault, attended COP28 in Dubai, United Arab Emirates this year. Additionally, Prabha participated in a trade mission to Germany with the Saskatchewan Ministry of Trade and Export Development.

Top: The Saskatchewan Chamber member delegation visits Ottawa for our first Advocacy Day on the Hill.



## POLICY WINS

1. The 2023 Fall Economic Statement revealed that the Government of Canada will enhance the **Green Bond Framework** to incorporate nuclear energy, a change that has been strongly advocated by the Saskatchewan Chamber of Commerce.
2. In 2016, we initiated efforts to promote **financial literacy** in the province, culminating in a stakeholder committee’s recommendation that the Saskatchewan Ministry of Education mandate financial literacy for Grades 11 and 12. Following incremental changes, including the addition of financial literacy as an elective, we are pleased to announce that our recommendation has been fully implemented this year, making financial literacy a mandatory course prior to graduation.
3. Our ongoing advocacy for the Government of Saskatchewan to reassess the **Saskatchewan Immigrant Nominee Program (SINP)** Designated Trades list to include more low-skilled, low-wage positions, achieved success this year. The government expanded the *Existing Work Permit* stream, allowing certain work permit holders in intermediate and lower-skilled occupations in Saskatchewan to apply for permanent residency.

Top: Prabha Ramaswamy, Saskatchewan Chamber CEO, with Prime Minister Justin Trudeau during a meeting of the Western Executive Council.



## Advocacy

### COMMITTEES AND COUNCILS

Our committees and councils are comprised of members from various sectors across the province. Their involvement strengthens our collective influence, shaping a more prosperous future for businesses in Saskatchewan.

- **Saskatchewan Labour Market Council (LMC):**

In 2023, we reconstituted the LMC to help address labour shortages in Saskatchewan. The LMC provides a platform for businesses, training institutions, and the government to collaboratively address challenges, explore opportunities, and find solutions for sustaining Saskatchewan's thriving economy.

- **Energy and Environment:** Saskatchewan's shift to sustainable energy presents a significant economic opportunity, requiring collaborative partnerships where businesses guide government ambitions. In 2023, the committee monitored and engaged in discussions related to the net-zero target, evaluating all aspects that could transition Saskatchewan to a low-carbon economy.

- **Water Council for Saskatchewan:** Water is crucial for Saskatchewan's communities, businesses, and the environment. Over the past year, the Water Council for Saskatchewan continued to serve as a central platform for water experts to convene, discussing the state of water in the province and exchanging information and initiatives.

- **Chamber of Commerce Executives of Saskatchewan (CCES):** CCES acts as a convener for chamber professionals across the province. It facilitates idea exchange, shares best practices, and collectively addresses business issues impacting local communities. This year, CCES continued its regular monthly meetings, and held a virtual fall conference. The conference featured a keynote presentation by Dave Kilby, President Emeritus of the Western Association of Chamber Executives (W.A.C.E.), about 'The ABCs of a Successful Chamber'.
- **Saskatchewan Business Council (SBC):** Formed in 2017, the SBC serves as a connection hub for provincial business groups. Comprising 18 organizations, the SBC fosters proactive business discussions between CEOs on common priorities, and provides a platform for two-way feedback to the provincial government. In 2023, the SBC was pleased to meet with the Ministry of Trade and Export Development.
- **Western Executive Council (WEC):** The Canadian Chamber's WEC consists of CEOs dedicated to collaborating with the federal government to enhance the Western Canadian economy. In 2023, our CEO, Prabha Ramaswamy, continued her involvement in this council and had the opportunity to engage in meaningful discussions with various officials, including Prime Minister Justin Trudeau.



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## Events

2,900



In 2023, we held 34 events with more than 2,900 attendees.



"The quality and scale of the events offered by the Saskatchewan Chamber provide a catalyst for our lawyers to **cultivate opportunities** and **collaborate** on the **successful future** of Saskatchewan businesses."

Caroline J. Smith, Partner, McKercher LLP Barristers and Solicitors

## Signature Events

### THE 40TH ANNUAL ABEX AWARDS

- 520+ attendees from across the province.
- 30 ABEX Award finalists.
- 11 ABEX Award winners.
- 1 chamber professional presented with the Roger Phillips Chamber Builder Award.
- 1 business inducted into the Saskatchewan Business Hall of Fame.

We were pleased to celebrate the 40th anniversary of the ABEX Awards, presented by Conexus Credit Union, on September 16, 2023. Themed as a birthday party, the celebration featured vibrant balloons and a lively confetti-coloured palette. The event brought together some of the most respected, innovative, and influential business professionals and entrepreneurs from across the province to honour 40 years of ABEX, making it a memorable gathering.





The Chamber team at the  
2023 ABEX Awards.



## 2023 ABEX AWARDS RECIPIENTS



**Business of the Year Award**  
*Sponsored by Grant Thornton LLP*  
Harbour Landing Village  
Regina



**Business Leader of the Year Award**  
*Sponsored by the University of Regina*  
Tim Gitzel, President and CEO,  
Cameco Corporation  
Saskatoon



**Community Leader of the Year Award**  
*Sponsored by SaskEnergy*  
David Dubé, President and CEO,  
Concorde Group Corp.  
Saskatoon



**Saskatchewan Business Hall of Fame**  
The Hill Companies  
Regina



**Roger Phillips Chamber Builder Award**  
Pat Friesen  
Swift Current



**Community Involvement Award**  
*Sponsored by Saskatchewan Blue Cross*  
Wiegiers Financial & Benefits  
Saskatoon



Business of the Year  
recipient, Harbour  
Landing Village, taking  
a selfie on stage



## 2023 ABEX AWARDS RECIPIENTS



**Diversity, Equity, and Inclusion Award**  
Sponsored by Nutrien  
Tokata HR Solutions  
Regina



**Growth & Expansion Award**  
Sponsored by PFM Capital  
MegaDry Disaster Restoration  
Weyburn



**Innovation Award**  
Sponsored by Saskatchewan Polytechnic  
Precision AI  
Regina



**Marketing Award**  
Sponsored by CN  
Harbour Landing Village  
Regina



**New Venture Award**  
Sponsored by the Saskatchewan Ministry of  
Trade and Export Development  
Phantom Light Distillery  
Prince Albert



**Service Award**  
Sponsored by KPMG LLP  
The Atlas° Hotel  
Regina



**Young Entrepreneur Award**  
Sponsored by Cameco  
Ryan Skjerdal of Vortex Plumbing & Heating;  
MegaDry Restoration Services  
Weyburn







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TOP EMPLOYERS**

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Born in Saskatchewan, we serve as a gateway of technology access, bringing the might of Kyndryl & dozens of global providers to our clients. We are the big tech house from the prairie.



Consulting



Applications  
& data / AI



Cloud



Digital  
workspace



Core  
enterprise



Network  
& Edge



Security &  
resiliency

Top: Premier Scott Moe at the Chamber's 2023 Political Forum.

Bottom left: Jessica Theriault, Saskatchewan Chamber Board Chair at the Chair's Invitational Dinner.

Bottom right: Ms. Raynelle Wilson, Deputy Minister to the Premier, talks with Saskatchewan Chamber CEO Prabha Ramaswamy at the Deputy Minister Breakfast.



## Events

### POLITICAL FORUM

Since 1977, the **Political Forum** has been a cornerstone of our engagement strategy, offering chamber members unique opportunities to connect with elected officials and the premier. On April 20, 2023, our members convened for unmatched networking opportunities and the chance to express opinions directly to Cabinet Ministers, Premier Moe, and members of the Official Opposition.

### DEPUTY MINISTER BREAKFAST

In its 15th year, the **Deputy Minister Breakfast** provided chamber members an exclusive opportunity to connect with deputy ministers and Crown corporation CEOs. On June 14, 2023, in Regina, attendees enjoyed an informal breakfast setting with a deputy minister seated at each table, fostering meaningful table conversations. In 2023, the event experienced an outstanding turnout, with representation from nearly every ministry and Crown corporation.

**95% of attendees indicated that they are planning to attend this event next year.**

### CHAIR'S INVITATIONAL DINNER

The **Chair's Invitational Dinner**, held on October 3, 2023, in Regina, was a formal, members-only gathering. It provided business leaders the chance to connect with deputy ministers and Crown corporation CEOs. Distinguished from our other events, this formal dinner offered a refined setting for engaging conversations over dinner. The structured question-and-answer session following dinner allowed participants to pose questions directly to government representatives.

**In 2023, 97% of respondents referenced the quality of networking opportunities when asked what they found most valuable about this event.**

### AGM AND CONFERENCE

Our **AGM and Business Conference** was held in Regina on May 23, 2023. The theme of the event was 'Transportation and Infrastructure: Connecting Saskatchewan to the World'. The conference provided a valuable platform for discussions about positioning Saskatchewan as a global supplier. During this event, Jessica Theriault was sworn in as the Saskatchewan Chamber of Commerce 2023-24 Board Chair.

### GOVERNMENT

In 2023, we hosted several ministers and special dignitaries at various events and roundtable gatherings. From the Government of Canada, we welcomed Hon. Dan Vandal, Minister responsible for Prairies Economic Development Canada, and Hon. Jonathan Wilkinson, Minister of Energy and Natural Resources. From the Saskatchewan Government we welcomed Hon. Bronwyn Eyre, Minister of Justice and Attorney General, and Hon. Donna Harpauer, Minister of Finance. We also welcomed Canada's Ambassador to the United States, Ms. Kirsten Hillman.







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## Events

### Other Events

#### FOOD, FUEL FERTILIZER BUSINESS SUMMIT

Hosted in Saskatoon on February 14 and 15, 2023, the Food, Fuel, and Fertilizer Business Summit, presented by KPMG, gathered key decision-makers and thought leaders from across Canada. The Summit, in partnership with the British Columbia, Alberta, and Manitoba Chambers of Commerce, aimed to collaborate on innovative strategies to meet global resource demand, engage in the global economy, and position Western Canada as a key investment destination.



Robin Silvester, then President and CEO of the Vancouver Fraser Port Authority discusses the importance of infrastructure in driving global export and economic prosperity.



Ken Seitz, President and CEO of Nutrien Ltd. joins Kevin Doherty of Prairie Sky Strategies for a fireside chat on Nutrien's role in global food security.



Tim Gitzel, President and CEO of Cameco Corporation speaks on 'Energizing a Clean-Air World'.



Emcee Victor Thomas, President and CEO of the Canada-India Business Council, adding his commentary to the impactful sessions.



Susannah Pierce, President and Country Chair, Shell Canada Ltd. discusses the energy transition and low carbon fuels.



Thomas Benjoe, former CEO of FHQ Developments, speaks on Indigenous engagement.



The Hon. Perrin Beatty, CEO of the Canadian Chamber of Commerce, discusses how to position Western Canada on the global stage.



Murad Al-Katib shares insights on plant-based renewables.





# ATHABASCA BASIN

## DEVELOPMENT

Building a Future  
Through Investment

Athabasca Basin Development is an Indigenous-owned Saskatchewan company investing in our province. We have a strong record of success with professional management teams, solid governance, and ownership in a diverse portfolio of companies employing over 1,000 people.



ATHABASCA BASIN  
SECURITY



FLYER  
ELECTRIC



TRU+ NORTH  
YAMATO RV & MARINE



LONG LAKE  
INSURANCE

POINTS  
ATHABASCA



TEAM  
DRILLING



arctic  
beverages

LONONA



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## Events

### POWERUP SUMMIT

On November 16, 2023, we held our inaugural *PowerUp Summit: Growth Strategies for Saskatchewan Businesses* in Saskatoon. The event brought together small and medium-sized businesses for a day of interactive workshops, valuable networking, and an inspiring keynote address by leadership expert, Stephen M.R. Covey.



Featured keynote Stephen M.R. Covey inspires and motivates attendees during his "The Future of Leadership" talk.



Employee Engagement Expert Eddie LeMoine discusses how business owners can attract and retain employees in today's market.



Neel Singh, Marketing and Strategy Expert discusses strategies to integrate artificial intelligence into everyday marketing needs.



A panel discussion with experts from the private and public sectors discussing tips and tricks for business owners to access capital. (Pictured is Todd Andries, Conexus Credit Union; Wanda Hunchak, Westcap Mgt. Ltd.; Jason Moser, PFM Capital Inc.; Doug Zolinsky, PrairiesCan, and Nathaniel Gill, RBC Royal Bank).



Marwa Abdou, Senior Research Director at the Canadian Chamber of Commerce shares data on the state of small business in Canada.



Brad Spence of Trace Associates discusses how all sizes of businesses can incorporate Indigenous engagement into their operations.

# Small business is our business



[conexus.ca](https://conexus.ca)

conexus  
Credit Union

## Indigenous Engagement Charter



## Indigenous Engagement Charter

The Indigenous Engagement Charter, originally launched in 2020, underwent an update in 2023. The refreshed version of the Charter boasts a new structure, grouping the overarching 'pillars' with tangible actions and examples to help signatories act on their commitments.

The Charter now has incorporated the seven sacred teachings into each of the pillars. The seven sacred teachings are originated from the Anishinaabe people and have been adopted by many First Nations, Metis and Inuit Peoples. These seven teachings are guiding principles for building mutually respectful relationships between Indigenous and non-Indigenous peoples.

### The Seven Sacred Teachings

We strive for a Saskatchewan where **respect** is shown to all, **honesty** fosters trust, **truth** is spoken with integrity, **love** guides our relationships, **courage** leads us to embrace change, **wisdom** guides our decisions, and **humility** shapes our actions.



Top: Darrell Paskimin of Sweetgrass First Nation opening up the 2023 PowerUp Summit with a hand drum song.

Middle: Marc LongJohn of Sturgeon Lake First Nation addressing the audience at the 2023 Food, Fuel, Fertilizer Event.

Bottom: Milton Tootootis, MGT Consulting, facilitates a Chamber Indigenous Awareness Training session in Saskatoon. Pictured with the Chamber's Indigenous Engagement Manager, Jenna Watson, and Mike Rogers, SaskPower.



**"The Indigenous Engagement Charter is helping us and other businesses across the province strengthen our frameworks for inclusion."**

Bill Matiko, CEO, Canadian Light Source

## Indigenous Engagement Charter Celebration

In February, we celebrated the relaunch of the Charter, where we presented the new updates to our membership and the larger business community. We were pleased to have 12 new businesses sign onto the Charter while attending the event.



**75**

Total signatories,  
including 18 new  
signatories in 2023



**80**

Attendees at the Indigenous  
Engagement Charter  
Celebration Event

## Signatory Meetings

In late 2023, our Charter signatories gathered virtually to discuss Indigenous engagement in Saskatchewan. Some of the key points identified were, Indigenous human resources and retention, attraction and recruitment, educational initiatives, educational opportunities for non-Indigenous peoples, building trust with First Nations communities and leaders, and Indigenous expertise and resources on traditional practices and cultural insights.

Thank you to our 2023 Charter Investors:



Canadian  
Light  
Source

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Feeding the Future™



**SaskEnergy**





## Indigenous Business Directory

### INDIGENOUS BUSINESS DIRECTORY

Launched in 2020, our **Indigenous Business Directory** focuses on Indigenous-owned businesses, defined as 51%+ Indigenous-owned, and allows for businesses to set up a profile and provide additional information such as locations, services offered, contact details and more.

- 200 new listings were added to the Indigenous Business Directory in 2023, for a total of 565 total listings.
- The Indigenous Business Directory was our top-viewed webpage in 2023, averaging more than 1,400 views a month!



### Indigenous Business Spotlight

Pro Metal Industries is a 100% Indigenous-owned metal fabrication leader in Regina, specializing in welding and fabrication from concept to completion for various sectors, including military & defense.

Pro Metal Industries was established in 1990 and acquired by the PFN Group of Companies in 2015. Pasqua First Nation leadership were inspired to create economic opportunities and empower Indigenous people through skills development, education, training, and employment opportunities, while becoming a premier metal fabricator throughout Canada.

Learn more about Pro Metal Industries and other Indigenous-owned businesses on the directory at [saskchamber.com](http://saskchamber.com)



### INDIGENOUS AWARENESS TRAINING

This past year, we have made significant strides in fostering Indigenous awareness and relationships through training programs in Regina and Saskatoon. Thank you to our facilitators for their expertise and guidance through these sessions:

- Nick Crighton, Executive Director of Indigenous Manufacturing and Contracting Network
- Milton Tootosis, owner of MGT Consulting
- Tokata HR Solutions



# 82

Participants attended our 5 Level 1 training sessions.



# 26

Participants attended our 3 Level 2 training sessions.



Thank you to our exclusive training partner:



## Roy Romanow Provincial Laboratory - Regina

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## Chamber Network

Our achievements in 2023 stand as a testament to the strength of the Saskatchewan Chamber Network. We appreciate the commitment of our local chambers to their members and communities, as well as their support in working collaboratively towards a stronger business climate for our province.

Over the course of the year, we were pleased to embark on a road trip across the province to visit our friends within the local chamber network, including Weyburn, Moose Jaw, Swift Current, Estevan, Melfort, Prince Albert, The Battlefords, and Lloydminster.

Kindersley



Weyburn



Moose Jaw



The Battlefords



As a member, you benefit from a strong chamber network that spans the country. A chamber membership makes you part of a bigger network; one that collaborates on local, provincial, and national issues.





# 2,400

**Saskatchewan workers  
are seriously injured  
every year.**

**Together, we can  
prevent serious injuries.**

**WorkSafe**<sup>TM</sup>  
S A S K A T C H E W A N

*Work to live.*

[worksafesask.ca](http://worksafesask.ca)

## WorkSafe Saskatchewan's **2023-2028 Fatalities and Serious Injuries Strategy**

focuses on reducing serious injuries and fatalities through regulation, enforcement, prevention, learning – and working with partners like you.



Read the strategy and learn what you can do to prevent serious injuries and fatalities in the workplace.

## Sponsors

We extend our gratitude to our **partners and sponsors** whose support enables us to deliver essential programming each year. **Your commitment to empowering businesses and communities in Saskatchewan is valued and vital to our success.**







**Supporting the Chamber is an investment in the landscape of Saskatchewan; it's a commitment to empowering businesses, cultivating partnerships, and actively contributing to the economic success of the business community.**

Nicole Westerlund, Vice President, Brand, Conexus Credit Union



**16,500+**

We have 16,500+ followers across our four social media channels (LinkedIn, Facebook, Instagram, Twitter).



**5,000**

We reached more than 5,000 individuals with our email communications, including our monthly newsletter, *Insight Saskatchewan*.



**5,550**

We had more than 5,550 monthly visits to the Saskatchewan Chamber of Commerce website.



**481**

We were mentioned more than 481 times in media articles.





## We are the voice of Saskatchewan business.

The Saskatchewan Chamber of Commerce is a leading advocate for business in the province, committed to driving economic growth and championing a thriving business community. As the 'Voice of Saskatchewan Business', the Chamber represents the interests of more than 10,000 individual businesses, professional associations, and local chambers.

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