

LUTHERCARE COMMUNITIES

2025-2026 ROADMAP



**PROVIDING
EXCELLENCE**
IN CARE, SHELTER
AND SUPPORT
SINCE 1955



LAND ACKNOWLEDGEMENT

We acknowledge LutherCare Communities' (LCC) work reaches lands covered by Treaties 4 and 6, the traditional territory of the Cree, and the homeland of the Métis.





TABLE OF CONTENTS

A Word From Our Board Chair.....	3
A Word From Our CEO.....	4
LutherCare By The Numbers.....	5
Engaging With Our Residents.....	6
Introduction.....	7
2024-2028 Roadmap Goals.....	8
Strength Through Our Team Members.....	9



A WORD FROM OUR BOARD CHAIR

I'm thrilled to share our Roadmap for the 2025-26 fiscal year. The Roadmap is built annually off our five-year Strategic Plan that was developed in 2023. Strategic planning is how we create clarity about where we are going, how we will get there and what matters the most along the way. Each year the Board and the Executive Leadership Team meet to look at the progress of our goals from the previous year and set priorities for the coming year.

As we enter the third year of our five-year roadmap, we will continue our work to ensure LutherCare lives out our Mission, Vision and Values. With a strong and diverse board, an Executive Leadership Team with the gifts to lead and over 500 Team Members, we have accomplished many of our year one and two priorities. As we plan for the future, we will ensure that our work is rooted in our history, who we are, and what our ministry represents, not just for the next three years of our Road Map, but for the next seventy years and beyond.

On behalf of the Board of Directors, we continue to be blessed to serve LutherCare, our stakeholders, beneficiaries, Team Members, and community.

In faith, hope and service,

MONICA KREUGER, BOARD CHAIR



A WORD FROM OUR CEO

As we reach the halfway point of our five-year Strategic Plan, it remains an essential guide as we continue to meet our Mission, Vision, and Values. Strategic Planning has become an essential element of our work at LutherCare Communities. As we mark the 70th anniversary of LutherCare Communities, our approach to planning highlights just one way that we have evolved to best serve the needs of our organization. Thoughtful dialogue between the board and our Executive Leadership Team allows us to determine our priorities from a proactive perspective, guiding our everyday work. As in everything we do, we're fortunate to have over 500 Team Members who work diligently every day to ensure a safe and caring Continuum of Living™ for those we serve. Together with the board, our Executive Leadership Team and all our Team Members, we'll move forward with our strategic priorities and continue to make LutherCare the wonderful community it is.

The four key priority areas identified are as follows:

- Quality of Living
- Impactful Partnerships
- Innovation in Talent
- Organizational Stewardship.

You can read more about the priority areas later on in this report.

GABE LAFOND, PRESIDENT & CHIEF EXECUTIVE OFFICER



VISION

A safe and caring Continuum of Living™ for those we serve.

MISSION

To provide excellence in care, shelter, and support in a caring Christian environment for all entrusted to our care.



Compassionate
Care



Excellence in
Serving

VALUES



Integrity



Inclusion and
Belonging

LUTHERCARE BY THE NUMBERS

1,200



Residents and clients

1



LutherCare Foundation

500+



Team Members

2

Programs



External Seniors
Programing

50

Beds



Intermediate
Care

2

Internal Services



Mission &
Spiritual Care

126

Beds



Long Term
Care

11

Locations



Group Living Communities

30

Units



Multi-Family Living

555

Suites



Independent Living

3

Support Services



Home Support

ENGAGEMENT SURVEY RESIDENTS AND FAMILIES



"I am very satisfied with the social aspect of my new home."

"On a whole – I would say to anyone 'it's a great place to live. So far it has met my needs well', Thank you."

"We are proud to have John in a home run by LutherCare. These workers are amazing."



INTRODUCTION

We are pleased to present LutherCare's 2025-26 roadmap to provide information about our current and future state. This roadmap is the path to achieving our operational goals in alignment with LutherCare's five-year Strategic Plan.

In the fall of 2021, we created the five-year Strategic Plan to provide the framework for LutherCare to continue achieving our vision and mission through specific priorities that are aligned with our values. As a result, four priority areas were identified: Quality of Living, Impactful Partnerships, Innovation in Talent, and Organizational Stewardship.

This roadmap charts a path to continue in our mission of providing excellence in care, shelter and support in a caring Christian environment for all entrusted to our care, and ensuring a safe and caring Continuum of Living™ for those we serve.



**PROVIDING
EXCELLENCE
IN CARE, SHELTER
AND SUPPORT
SINCE 1955**



**ACCREDITATION
CANADA**

2024-2028 ROADMAP GOALS

Quality of Living



GOAL: Quality of Care for Seniors

2025-2026 Priorities:

- Exceed the standards for care set by Accreditation Canada and the Canadian Association of Rehabilitation Facilities
- Maintain a strong engagement strategy to ensure high resident and client satisfaction levels
- Research opportunities for enhancing dementia care
- Ensure compliance with program standard expectations

Impactful Partnerships



GOAL: Strengthen partnerships with residents, Team Members, government and like-minded private organizations and the community

2025-2026 Priorities:

- Assess and implement necessary supports based on the unique needs of each resident
- Engage relevant ministries through dialogue, prioritizing collaborative solutions when addressing concerns from residents or family members
- Build a new LutherCare foundation framework to ensure long term viability to support LutherCare Community initiatives
- Foster ongoing relationships with core partners including the Saskatchewan Synod
- Embed reconciliation education and indigenous cultural opportunities for residents and Team Members to enhance knowledge of Indigenous history and work towards reconciliation

Innovation in Talent



GOAL: Use a foundational approach to People and Culture to enrich diversity, inclusion and belonging

2025-2026 Priorities:

- Create an inclusive workplace and diverse workforce that sustains high quality care and makes LutherCare a great place to work.
- Advance LutherCare's culture as expressed in its Vision, Mission, and Values
- Support leaders and teams with the tools, advice and services they need to recruit, develop and engage Team Members effectively
- Proactively build partnerships to be responsive to emerging client needs across service lines
- Build trust, reduce risk and enable Team Members to work at their optimum level

Organizational Stewardship



GOAL: LutherCare is a viable organization with strong finances and sustainable practices

2025-2026 Priorities:

- Ensure long-term financial sustainability
- Promote the advantages of living in a LutherCare Community to achieve high occupancy levels
- Ensure a robust maintenance program is maintained for buildings to support a high quality of living and comfort for residents and Team Members
- Implement strategies that maximize the value and lifecycle of physical assets and infrastructure, focusing on cost-effective operations, environmental sustainability, and strong risk management practices—including robust cyber security practices.
- Sustain an ethics program that is continuously strengthened based on feedback and best practices

ENGAGEMENT SURVEY TEAM MEMBERS



"This is my dream job and has
been for over two years."

"My manager is kind and understanding,
and everyone at LutherCare has made
me feel welcome."

"The team members that I am
working with are respectful and
always ready to work!"

LUTHERCARE FOUNDATION

Established in 1994, the LutherCare Foundation builds relationships and raises funds to advance the vision and mission of LutherCare Communities. It is through your support that LutherCare can continue to strive for excellence in meeting the needs of those who have been entrusted to our care.

Your donations contribute to LutherCare's legacy of caring, including ecumenical spiritual care, social and recreational opportunities, a proactive approach to wellness, and a focus on personal independence and quality of life.



The Obie projector at Luther Special Care Home.

Thanks to the continued generosity of our donors, 2024 also saw successful fundraising for Obie projectors, an innovative interactive technology that brings joy, cognitive stimulation, and engagement to seniors and individuals with complex care needs.

These projectors have been placed at Luther Seniors Centre, Luther Special Care Home, and three LutherCare Group Homes, where they are making a tangible difference in the lives of residents.

Stay Up To Date With
LutherCare Foundation



t. (306) 649-6364,
e. foundation@luthercare.com.

Sometimes, something very obvious and simple can make a huge difference for our residents. Take LCC's new towel warmer.

It makes a difference in the lives of those we serve by making daily routines more comfortable—another example of how donations to the foundation help.



A new towel warmer at Luther Special Care Home



**PROVIDING
EXCELLENCE**
IN CARE, SHELTER
AND SUPPORT
SINCE 1955

