

Community Report

LUTHERCARE COMMUNITIES

2025 - 26



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Vision

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

Mission

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

Values



**Compassionate
Care**



**Excellence
in Serving**



**Inclusion
and Belonging**



Integrity

LutherCare Strategic Priorities



**Quality
of Living**



**Impactful
Partnerships**



**Innovation
in Talent**



**Organizational
Stewardship**

Some content has been drafted with the support of Microsoft 365 Copilot and reviewed and finalized by LutherCare Communities.

A Word from Our CEO

This past year was a meaningful one for LutherCare Communities. In 2025, we proudly celebrated our 70th anniversary, marking a milestone that honours the vision, care, and commitment of those who came before us, and the dedication of the people who continue that work every day.

For seven decades, LutherCare has been rooted in service, compassion, and community. While we paused to celebrate our history, we also looked ahead with purpose. The needs of our community continue to evolve, and so do we by listening, adapting, and strengthening the ways we support residents, clients, families, and team members.

What has remained constant is our belief in people. From the teams who provide care and support, to the partners and

volunteers who walk alongside us, to the newcomers who enrich our organization with new perspectives and skills—our strength lies in inclusion, belonging, and shared responsibility.

As we look to the future, we do so with optimism and resolve. We are committed to building environments where people feel supported, valued, and able to thrive, and to remaining a trusted presence in the community we are proud to serve.

Thank you to everyone who has been part of our journey. This community report provides a snapshot of the progress we are making together and the priorities shaping the next chapter of LutherCare Communities.

Gabe Lafond
Chief Executive Officer





Board Chair Message

LutherCare Communities continues to move forward with a clear strategic focus under our CEO and the Executive Leadership Team (ELT), guided by strong governance and a shared commitment to the people we serve. The Board plays a critical role in stewarding this organization by providing oversight, setting direction, looking into the future and ensuring decisions are grounded in our mission, values, and long term sustainability. Effective governance is about asking the right questions, listening, engaging, maintaining accountability, and ensuring LutherCare remains well positioned for the future.

This year, the Board worked closely with the leadership team to support strategic priorities that strengthen services, enhance organizational resilience, and respond to the evolving needs of our community. We saw increased engagement with those we serve so that we could ensure they were heard and included in decisions that affected them.

As my term as Board Chair and Board member comes to a close, I do so with gratitude and confidence in the Board's commitment to the LutherCare community and each other. I am grateful to have served alongside the thoughtful, dedicated Board members, and am proud of the strong partnership between governance and management. LutherCare is well led, financially responsible, and deeply rooted in its community.

Thank you to my fellow Board members, our CEO and his leadership team, the team members for your commitment and care and to those we serve and their families, thank you for trusting in LutherCare and making it a home. It has been an honour to serve, and I look forward to LutherCare's continued success in the years ahead.

Monica Kreuger
Board Chair

Commitment to Reconciliation

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.



LutherCare Communities is committed to reconciliation by listening, learning, and building meaningful relationships with Indigenous Peoples. Below are three examples from left to right. A pipe ceremony held on our 70th anniversary celebration, a speech on reconciliation at one of our resident and team members forums, and a cultural presentation at the Luther Special Care Home.



"Reconciliation is not an Aboriginal problem, it is a Canadian problem. It involves all of us."
- Justice Murray Sinclair





Mission and Spiritual Care

Spiritual Care Committee: A Meaningful Realignment

In 2025, LutherCare Communities renewed the role of its Spiritual Care Committee to better reflect who we are and who we serve. The committee now has a clear purpose rooted in Inclusion & Belonging, advising our spiritual care Division to support the diverse needs, cultures, and identities of our residents, clients, and team members.

Reconciliation is central to this work, as a guiding responsibility that shapes how we understand connection, community, and spiritual wellness. Membership has been broadened to include First Nations and Métis voices, multifaith partners, chaplains, People & Culture, and as well

as representation from members of the Evangelical Lutheran Church in Canada.

This realignment strengthens LutherCare's commitment to compassionate, inclusive care, ensuring that every person feels welcomed, respected, and supported in ways that are meaningful to them.

Mission and Spiritual Care is tasked by LutherCare's Board with continuing to develop an enhanced ethics program. As part of this program, we continue to develop ethical supports to help people make the best/right decision.



Connected to ELCIC



LutherCare Communities values its relationship with the Saskatchewan Synod as a foundational ministry partnership that grounds our work in faith, strengthens our shared mission, and supports care for those entrusted to us. From left to right, Rev. Lori James preaching at Trinity Lutheran Church,

a Saskatchewan Synod congregation, middle top - a visit from the new national bishop, working with the Saskatchewan Synod to raise funds for TeleMiracle, and a proud attendee at the Evangelical Lutheran Church in Canada (ELCIC) National Convention.

70th Celebrations

LutherCare Communities celebrated its 70th anniversary with site-based events held across all our communities. These celebrations included a special day of recognition on June 11th, the day we first opened in 1955, bringing people together to mark this milestone. The anniversary was capped off with a celebratory 70th anniversary dinner.



1955 - 2025



Part of the Community/Stakeholder Engagement



Pride Parade

Residents, team members, and leadership proudly participated in the Saskatoon Pride Parade, demonstrating our commitment to inclusion, belonging, and celebrating diverse identities across our community.



Rock Your Roots

Residents and team members supported Rock Your Roots on National Indigenous Peoples Day, strengthening our commitment to reconciliation, respect, and celebrating Indigenous cultures.



Government Engagement

Meeting with Assistant Deputy Minister Chad Ryan and the Executive Director for Continuing Care Branch, Heather Murray from the Ministry of Health to discuss working together to improve care for those we serve.

COO Message – New Group Homes



This past year marked an important milestone for LutherCare Communities with the addition of two new group homes to our organization. These homes represent more than an expansion in footprint, they reflect our deep commitment to inclusion, belonging, and meeting people where they are.

We were also pleased to welcome new team members whose energy, skills, and commitment, alongside new residents who bring their own stories and strengths, have enriched these communities from the very beginning.

Bringing these homes into our organization required focus, teamwork, and adaptability. Our teams stepped forward with



compassion and professionalism, prioritizing relationship building with residents while also strengthening systems, safety, and day to day operations.

The addition of these homes also reinforced the importance of strong operational foundations grounded in clear policies, skilled staff, and coordinated support across divisions. It reminded us that quality care is built not only through programs, but through trust, consistency, and shared purpose.

Kim McKechney

Chief Operating Officer (COO)

CPO Message – Total Rewards

Chief People Officer Message

At LutherCare, the quality of life experienced by residents and the confidence of families and community members are closely connected to the team members who provide care and support every day.

When we invest in a strong, stable, and supported team, it helps create consistency in care, stronger relationships, and better experiences for the people who call our communities home.

An important part of that is how we support and recognize our team members through fair and competitive pay, benefits, opportunities for learning and growth, recognition, wellbeing, and a respectful workplace.

This year, our focus was on building a values-aligned framework that will bring greater clarity, consistency, and sustainability to how we support and

recognize our team members in ways that strengthen care and service across LutherCare.

This matters to residents, families, community members, and public leaders because a healthy, supported team helps provide safer care, more consistent service, and stronger communities.

By supporting our team members well, we strengthen our ability to provide quality care today and remain sustainable for the future.

We will continue building on this foundation so LutherCare remains a place where residents experience quality care, families feel confidence, and communities can trust in the care and services we provide.

Laura Hunter

Chief People Officer (CPO)



CFO Message – SAP investing in the organization

Chief Financial Officer Message

This past year, LutherCare Communities continued to make intentional investments back into our communities, guided by a strong commitment to stewardship, sustainability, and long term impact.

Every financial decision we make is grounded in a simple principle: resources entrusted to LutherCare should directly support the people who live and work in our communities. Over the year, this meant reinvesting in areas that enhance safety, quality of life, and the everyday experience of residents, families, and team members, while also strengthening our operations.

These investments included improvements to facilities and shared spaces, targeted support for programs and services, and continued attention to maintaining our buildings and infrastructure. At the same time, we remained focused on financial discipline, ensuring we balance reinvestment with long term sustainability in a complex and evolving environment.

Strong financial management allows us not only to respond to today's needs, but to plan responsibly for the future.

Richard Lungal

Chief Financial Officer (CFO)



LutherCare Foundation



The LutherCare Foundation funds programs and projects that complement core operations and strengthen person-centred care across LutherCare Communities.

Over the past year, Foundation support contributed to resident comfort, therapeutic and spiritual care initiatives, and resources that promote dignity, connection, and overall well-being. These investments support identified needs and enable improvements that would not otherwise be possible through operating funding alone.



Through this work, community generosity translates into tangible benefits that positively affect the daily lives of residents, participants, and clients.

Jay Richards
Fund Development Coordinator

Executive Leadership Team

Gabe Lafond
Chief Executive Officer

Richard Lungal **Kim McKechney**
Chief Financial Officer Chief Operating Officer

Laura Hunter
Chief People Officer

Operational Leadership Team

Stephanie Gray
Director of Finance

Karen Chaskavich
Director of Care

Jill Henry
Director of People
& Culture

Lori James
Director of Mission &
Spiritual Care

Kelly Peevers
Director of Housing

Eldon Duchscher
Director of Marketing
& Communications

Vikram Singh
Director of Buildings
and Facilities

Sissel Prediger
Director of
Community Living

Board of Directors

Monica Kreuger
Chair

David Kirton **Dennis Serfas**
Vice Chair Secretary

Brenda Ledding

Monte Gorchinski

Betty Mutwiri

Munye Mtata

Randy Touet

Megan Krueger

Elaine Malbeuf

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ELCIC Representative

Contact Us

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Luther Heights Intermediate
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Luther Place Outlook (306) 867-9955

Luther Riverside Terrace (306) 664-1250

Luther Riverside Terrace
Intermediate Care Home (306) 664-2334

Luther Seniors Centre (306) 664-0368

Luther Special Care Home (306) 664-0300

Seniors Day Program (306) 664-0345

Luther Tower (306) 664-0355

Luther Tower Intermediate
Care Home (306) 664-0340

Trinity Tower Estevan (306) 634-7307



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