



2024-2025

Annual Impact Report

PATHS

Provincial Association of Transition Houses and Services of Saskatchewan



Empowering Survivors Ending Violence Building Hope



Our Vision:

Communities free from intimate partner and family violence

Our Mission:

PATHS mission is to support and collaborate with member agencies and others to address, prevent, and ultimately to eliminate intimate partner and family violence.

Message from the Board Chair

It is my honor to present the Board Chair's annual report on behalf of the Board of Directors of PATHS. This year marks my last year as Board Chair. I will continue to support the mission and vision of PATHS in my role as Executive Director of Saskatoon Interval House Inc.. As I reflect on the outstanding work PATHS has accomplished over the past year, I am filled with appreciation for Jo-Anne, Crystal, Jess and Kathryn. You have all worked tirelessly to bring positive change to our province and a deepened commitment to the mission of PATHS and our member agencies. I also share an immense amount of gratitude to my fellow board members for their time, insight and commitment to this vital work.



Over the past year, the PATHS Board of Directors has been working closely with Linda Moulin of LSM Consulting Ltd. Linda has guided the board through a Board Governance review, which entailed an evaluation of PATHS bylaws, policies, onboarding documents and Strategic Plan. This work has been essential in upholding strong governance practices, accountability and of course the strategic direction to support the organization's ongoing success. I'd like to take this opportunity to thank our chair of the Governance committee, Janet Tzupa. Her leadership and ongoing contributions were key in the success of this very important work. Janet will be moving on from her work with PATHS and we want to wish her all the best!

Jo-Anne Dusel will also be moving on from her work with PATHS to a well-deserved retirement! She has been instrumental in the growth and success of PATHS for over 10 years. Jo-Anne, I feel so fortunate to have worked alongside you and witnessed your remarkable legacy unfold. Your contributions will forever have a positive impact on our province.

On behalf of the Board of Directors I would like to welcome Pamela Sanderson as the incoming Executive Director. Pamela has vast knowledge and experience that will contribute to the continuing success of PATHS. Welcome Pam!

I'd like to acknowledge the continued support of our funders, donors and community. Without you, this critical work would not be possible. Thank you for your ongoing support. We as a board are committed to continuing our oversight of this incredibly strong and viable organization.

Sincerely,

A handwritten signature in brown ink that reads "Tanya Wiggins". The signature is fluid and cursive, written on a light blue background.

Tanya Wiggins
Board Chair

Message from the Treasurer

Following my review of the draft audit and the accompanying audit findings report to management, I am pleased to provide the following summary of key financial highlights for the fiscal year ended March 31, 2025.

Audit Overview

The annual audit was conducted by Robert D. Szautner, Chartered Professional Accountant. The auditor did not identify any control deficiencies deemed significant, nor were any changes or improvements to our accounting practices recommended. This clean audit reflects sound financial stewardship and adherence to best practices.

Financial Risk Management

- **Liquidity Risk:** The Association continues to manage liquidity effectively by maintaining adequate cash reserves and closely monitoring both actual and projected cash flows to ensure all financial obligations are met as they come due.
- **Interest Rate Risk:** Some of the Association's interest-bearing investments are exposed to fluctuations in interest rates, which may affect the fair value of future cash flows.

Investments & Asset Overview

As of March 31, 2025:


- Short-Term Investments: \$55,980
- Long-Term Investments: \$41,360
- Total Investments: \$97,340 — representing a decrease of \$27,274 from the prior year.

One of the long-term investments matured in December 2025, as outlined in Note 4 of the Audited Financial Statements.

• Total Current Assets, including investments, cash, accounts receivable, prepaid expenses, and capital assets, amounted to \$597,881, reflecting a year-over-year increase of \$57,601.

Internally Restricted Reserves

The Association maintains two internally restricted reserves:

- **Contingency Reserve:** \$60,000 is held in reserve to support core operations in the event of unexpected funding loss. These funds ensure the organization can continue to operate while pursuing new funding or, if necessary, responsibly conclude its operations.
 - **Louise Burns Murray Memorial Reserve:** Donations in this reserve are restricted for use on designated projects, in consultation with the family of Louise Burns Murray.
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Message from the Treasurer

Revenues and Pension Contributions

- Total Revenue for the year was \$670,858, an increase of nearly \$220,000 from the previous year. This growth is primarily attributed to additional grant funding, particularly from Women and Gender Equality Canada, for the “Gender-Based Violence Program” and the “Review, Revise and Relaunch” initiative, detailed in Schedule 1 of the Audited Financial Statements.
- The Association has a defined contribution pension plan, administered by Canada Life. As of fiscal year-end, four employees were enrolled. Employer contributions totaled \$16,761, up from \$5,469 in 2024. Eligibility criteria for plan participation were established to ensure fairness and sustainability.



Operating Results

The Association continues its strong financial performance with an excess of revenues over expenses totaling \$40,302 for the year.

Conclusion

The PATHS team remains committed to responsible financial management and continues to make meaningful progress in diversifying revenue streams, expanding fee-for-service training opportunities, and maintaining a disciplined approach to expenditures. These efforts contribute to our sustained organizational stability and long-term financial health.

Respectfully submitted, Jenn Angus, Treasurer

A handwritten signature in black ink that reads 'J. Angus'.

Message from the Executive Director

In the same way that PATHS' member agencies provide direct service and support to individuals and families impacted by intimate partner violence and abuse (IPVA), PATHS' role is to support our member agencies in their work. We do this by providing education and training, bringing our members together for peer support and networking, and acting as a unified voice when speaking to the government or the media on issues related to IPVA. We conduct research on issues suggested to us by our membership and use the findings to advocate for systemic changes which could improve the response to victims/survivors and reduce rates of abuse in the future. In the pages that follow you can read more about PATHS' work in the previous fiscal year.

On a personal note, I am retiring from PATHS after more than 10 years which has had me reflecting on the changes in the world, and this organization in that time. In November 2014, when I had been at PATHS for only a few days, the Me, Too movement came to Canada with the revelations regarding Jian Ghomeshi, a prominent media host who had been using his position to assault and abuse women. That day choices were made that would shape PATHS' approach to public awareness and the media for the next decade. With only a few minutes to consider, my colleague, Crystal Giesbrecht, and I decided that we would be willing to speak on camera about the importance of that moment and the movement toward change. We appeared that night on the CBC National News and in the years since then have remained committed to using our voice to speak up and speak out on issues related to gender-based violence.

In the intervening years, PATHS has advocated for workplace leave for victims/survivors of IPVA, domestic violence death reviews, pet-friendly shelters, Keira's Law, a national action plan on gender-based violence and increased attention to the issue by both the media and policymakers. All of these have come to pass. PATHS staff have been involved with national research and advocacy efforts and national organizations such as the Canadian Femicide Observatory for Justice and Accountability, Women's Shelters Canada, as well as numerous provincial partnerships.

There are no words that can fully express how much I value the people I have worked with over the past 10 years. I have the deepest respect for the work done by PATHS member agencies and their staff who are working with individuals of all ages, genders and backgrounds, both those who are experiencing violence and those who are using it. This is powerful and meaningful work that sometimes takes a toll on those who engage in it. I see our members doing this difficult work with grace and compassion and have much gratitude for their work.

Message from the Executive Director

Special thanks to my long-time colleague, Dr. Crystal Giesbrecht, who has continued to excel in her work and her academic achievements, earning a Ph. D. while working full-time at PATHS and creating a growing body of research which can be leveraged to advocate for systemic change. It has been both a pleasure and a privilege to work alongside you.

I have much appreciated Kathryn Boyce, our Project Coordinator for her infectious enthusiasm and passion for addressing gender-based violence. During her years at PATHS, Kathryn has delivered training to hundreds of RCMP cadets, spearheaded our Safe and Together training, and managed the SaskTel Phones for a Fresh Start program.



Jess Hoover, our Digital Learning Specialist, has quickly become an indispensable member of the team, acting as unofficial tech support and exceeding expectations in her role. Her diligence, creative flair and eagerness to learn new skills have been an asset to PATHS and I look forward to seeing what she can do in the future.

My most sincere thanks and appreciation go to the PATHS board of directors who volunteer their time, energy, and expertise to ensure that PATHS progresses toward our strategic goals and remains a viable, sustainable organization. Particular thanks to our outgoing Board Chair, Tanya Wiggins for her support and encouragement during her term of office.

Last, but certainly not least, I would like to extend a warm welcome to Pam Sanderson, the incoming Executive Director for PATHS. Pam brings with her experience in promoting Indigenous approaches and advocacy for those experiencing housing insecurity and mental health and addiction issues. I know that Pam will bring a fresh perspective and new directions to PATHS and I look forward to seeing PATHS ongoing growth and evolution.

Respectfully,


Jo-Anne Dusel

Our Work: Research

Mapping impacts of intersecting identities on GBV survivors' experiences with the legal system

Funded by Women and Gender Equality Canada (WAGE), this research will address a knowledge gap regarding how survivors interacting with the legal and court systems have different challenges and barriers based on their intersecting marginalized identities (e.g., newcomer, Black, racialized, or Indigenous women, women living with disabilities, women living in rural, remote, or northern areas, or 2SLGBTQI+).

Through PATHS' work with our member agencies and partners, and delivering training for legal professionals, we have become aware of barriers and challenges that survivors of IPV face when interacting with the legal systems. Many survivors reach out to PATHS, wanting to share



their stories in the hope that by doing so, they can prevent others from going through the same experience.

Research findings will outline victim/survivors' journeys through Saskatchewan's legal systems and inform training for our member agency staff and legal professionals with the goal of improving communication and screening processes to more effectively support survivors who face multiple barriers. Findings may also point toward new policies or legislation to support survivors and increase accountability for those who use violence in their relationships.

RESPECT Study

PATHS Director of Research, Dr. Crystal Giesbrecht, is working with Waypoint Centre for Mental Health Care on a Social Sciences and Humanities Research Council Partnership Engage Grant. The project, "Developing a framework for engaging intimate partner violence victim/survivors as research partners," has the working title, "Research framework for Engaging intimate partner violence Survivors as Partners in Empowering Collaborative Transformation"—the RESPECT Study. The aim of the project is to explore approaches to engaging victims/survivors in IPV research and to develop an ethical, equitable, and evidence-based framework for victims/survivors to become full partners in the research process.

Journal Articles Published

Kikulwe, D., Giesbrecht, C. J., Sato, C. L., Este, D. C., Falihi, A., & Watkinson, A. M. (2025). Newcomer women's experiences of help-seeking after intimate partner violence. *Journal of Family Violence*. (Article first published online March 31, 2025). <https://doi.org/10.1007/s10896-025-00869-2>

Bowns, A. J., Giesbrecht, C. J., & Bruer, K. C. (2024). How are judges in Canadian criminal courts defining intimate partner violence? *Journal of Community Safety and Well-Being*, 9(2), 81-86. <https://doi.org/10.35502/jcswb.387>

Wood, K., Giesbrecht, C. J., Brooks, C., & Arisman, K. (2024). "I couldn't leave the farm": Rural women's experiences of intimate partner violence and coercive control. *Violence Against Women*. (Article first published online September 9, 2024). <https://doi.org/10.1177/10778012241279117>



PATHS Director of Research,
Dr. Crystal Giesbrecht

Newsletter Articles

Dusel, J. & Giesbrecht, C. J. (2025). Available Support for Victims/Survivors of Intimate Partner Violence in Saskatchewan. Bar Notes. Canadian Bar Association (CBA)—Saskatchewan Branch.

Dusel, J. & Giesbrecht, C. J. (2025). Clare's Law in Saskatchewan: The Process and its Impact. Bar Notes. Canadian Bar Association (CBA)—Saskatchewan Branch.

Email paths.research@sasktel.net for a copy of these articles or visit <https://pathssk.org/research/>

Our Work-

In-Person Training

Safe and Together Pilots

PATHS Projects Coordinator, Kathryn Boyce, is certified to deliver training developed by the Safe and Together Institute. Thanks to funding under the National Action Plan to End Gender-based Violence, Kathryn delivered Safe and Together CORE training to human service providers as part of pilot projects in Nipawin and Fort Qu'Appelle. A total of 73 individuals took part in the training which encourages professionals to shift their focus to the perpetrators' pattern of behaviour while recognizing the victims' efforts to keep themselves and their children safe.



PATHS Projects Coordinator
Kathryn Boyce

Training for RCMP Cadets

For more than a decade, PATHS has been delivering information on IPV to RCMP Cadets attending training at the Depot in Regina. We welcome the opportunity to share information on the many forms that abuse can take, including those, like coercive control that are not illegal but are none the less indicators of risk. The presentations encourage these future officers of the law to recognize abusive behaviours, identify the primary aggressor, understand the impact of trauma on the victim's ability to recount what happened, take detailed notes about the situation and understand why some victims will choose to stay with an abusive partner.

Make It Our Business Training

PATHS was pleased to partner with Women's Committee at the Consumer's Cooperative Refinery to deliver the Make It Our Business training to staff at the Co-op Refinery Complex. MIOB encourages workers and employers to know how to recognize and respond effectively when an employee is impacted by IPV in the workplace. The training includes reviewing warning signs and risk factors, how to have an effective conversation about abuse, recommendations for policies and procedures and where to find local supports.

Our Work –

Online Learning and Social Media

The 2024-2025 fiscal year has been one of growth for PATHS digital learning and online reach. Two new courses were created in-house by our Digital Learning Specialist, Jess Hoover, and have been added to our online platform. Both courses were designed for the general public, are available free of charge and can be found on PATHS' website under the online training tab or by clicking the links below:

[What is Clare's Law and How Can It Help?](#)

[Supporting a Loved One Experiencing Intimate Partner Violence](#)

Thanks to funding through Women and Gender Equality Canada, we have been able to purchase additional software and training courses to increase the capacity of PATHS staff to create engaging and effective online courses for both professionals and the general public.

413 users were active on PATHS' training platform Learn Worlds between April 1, 2024- April 1, 2025

Our communication channels also saw remarkable growth: we published 19 newsletters and dramatically expanded our social media reach, with Facebook views increasing by 449.5% to 56.3K and Instagram views skyrocketing by 633% to 11.8K. These numbers reflect not only heightened engagement but also the growing demand for accessible, online learning opportunities that empower our community.



PATHS Digital Learning Specialist
Jess Hoover



In fall 2024, PATHS along with project partners Family Service Saskatoon and Family Service Regina, were contracted as part of the National Action Plan to End Gender-based Violence to develop a common intimate partner violence and abuse (IPVA) assessment tool for use across sectors in Saskatchewan. Our working title for this project is the Saskatchewan Common Assessment Protocol, or SK-CAP for short. The purpose of the SK-CAP is to ensure that human service providers across systems have a common understanding of the terminology used to describe IPVA, foundational knowledge on the dynamics of intimate relationships in which violence and abuse are taking place, and a process for addressing the issue when working with individuals whom they know or suspect are impacted by IPVA.

The protocol includes a brief screening tool with two initial questions that can be asked by anyone. If the answer provided to these questions indicates that IPVA may be occurring, there are an additional five questions that could be asked prior to making referrals for relevant supports. Anyone can use this screening tool to determine if a referral is needed to IPVA specialists for assessment and safety planning.

The protocol features a flowchart to guide users from the screening stage through the use of the Risk Indicator Checklist (RIC), practices guides and recommended actions to be taken by the service provider at each stage. If an individual chooses not to disclose that they are experiencing IPVA they would still be provided with information and told that they can always revisit the topic if anything changes. Individuals who do disclose IPVA will receive referrals to relevant services and supports. The results of the RIC will be used to develop a safety plan and connect the victim/survivor with resources in their community. Service providers such as shelters may choose to use the RIC as a way to triage individuals to ensure that those most at risk receive available residential services. In some jurisdictions tools such as the RIC are used to determine if there is a need for referrals to high-risk inter-agency teams to increase safety of victims and their children.

The SK-CAP will be piloted in several agencies this fall, with a final version ready for distribution in spring of 2026.

PATHS Conference: Reflecting on the Past, Envisioning a Future without Abuse

In October 2024, PATHS held our biennial conference where we celebrated PATHS' 40th Anniversary. Speakers and topics included Rod McKendrick on coercive control, a panel on GBV and climate disasters, the National Association of Women and the Law's Suzanne Zaccour on the misuse of parental alienation accusations to obscure the presence of IPV and Christopher Merasty of Men of the North on empowering men for better mental health.



Elder Lorna Standingready opening the conference



Inspector Chris Jackiw presents on Clare's Law

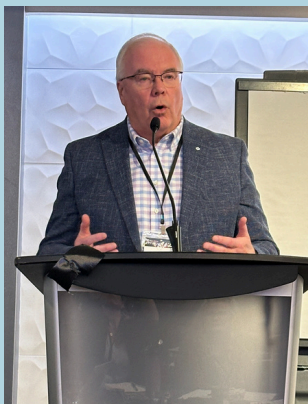
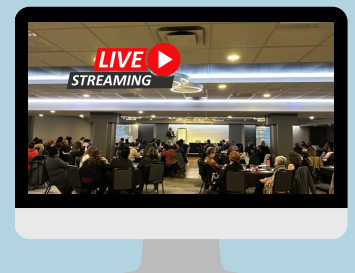
Suzanne Zaccour



Chris Merasty



PATHS member agencies deliver micro-presentations on promising practices



Rod McKendrick

Over 130 participants were in attendance and the conference was also live streamed to broaden our reach to member agencies who were unable to send all of their staff, and for allow for interested individuals out of province to attend. The recording of the conference was subsequently posted on our website for all attendees.

In Other News...

Domestic Violence Death Review

PATHS Director of Research, Crystal Giesbrecht was a panelist in Saskatchewan's second Domestic Violence Death Review. The resulting report included recommendations on increased education and awareness, intervention for perpetrators, the use of victim-centered approaches, changes to legislation and policy, including mandatory curriculum on healthy relationships in schools. and ensuring access to services in rural and northern areas.



Provincial Government Announces Funding through the National Action Plan to End Gender-based Violence at PATHS Office

Minister of Justice and Attorney General, the Honourable Tim McLeod and Minister Responsible for the Status of Women, the Honourable Alana Ross, were joined by funding recipients, including PATHS, at the funding announcement. Projects announced included the Safe and Together Pilots and the Saskatchewan Common Assessment Protocol.



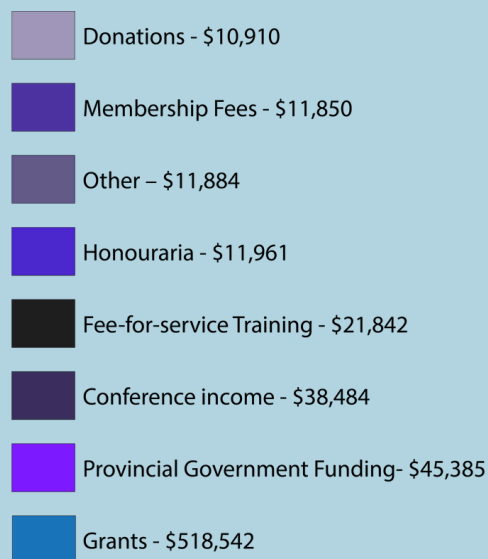
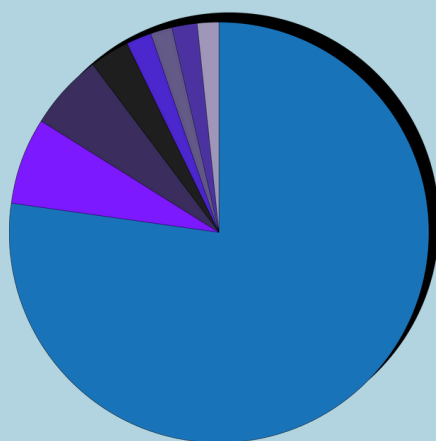
AHLUWALIA v AHLUWALIA

PATHS was one of 16 organizations granted intervenor status in the Supreme Court of Canada case Ahluwalia v. Ahluwalia. At issue is the determination of the right for a victim of IPV to sue for damages in civil court for the harm caused by their abusive partner. This is second time that PATHS has engaged in strategic interventions where the outcome has the potential for changes to legislation that will impact other victims and survivors. The case was heard in February 2025 but the panel of judges has yet to deliver their ruling on the case.

Financial Position

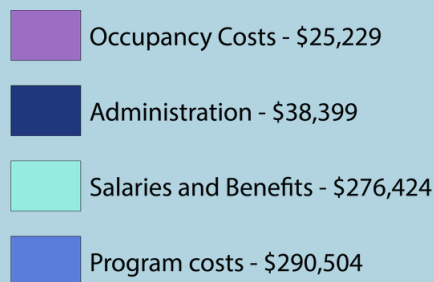
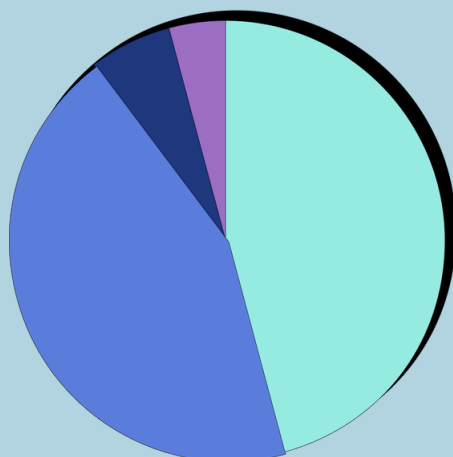
Revenue

Total Revenue \$670,858



Expenses

Total Expenses \$630,556



Excess of revenue over expenses: \$40,302

Short Term Investments \$55,980 Long Term Investments: \$41,360

Thank You to Our Funders and Donors!



Sandra Brown
Phil and Daphne Walsh
Neil McPhee
Carolyn and Brian H.

Ron Sitter
Bill Dutton
George and Arlene Adair
Marty Klyne



Women and Gender
Equality Canada

Femmes et Égalité
des genres Canada



SaskTel 



 **SaskPower**

KPMG