



Southeast
COLLEGE 50 YEARS
1975-2025

ANNUAL REPORT 2024-2025



Southeast College acknowledges that we are located on the Traditional lands, referred to as Treaty 4 and Treaty 2 Territory, the original lands of the Cree, Ojibwe (OJIB-WE), Saulteaux (SO-TO), Dakota, Nakota, Lakota, and on the homeland of the Métis Nation.

We respect and honour the Treaties that were made on all Territories, we acknowledge the harms and mistakes of the past, and we are committed to moving forward in partnership with Indigenous Nations in the spirit of reconciliation and collaboration.



At Southeast College, we practice professional ethical conduct. Guided by these core values, we are:



INNOVATIVE

Proactively and courageously responding to changing needs within an environment that encourages continuous improvement.



COLLABORATIVE

Creating genuine, meaningful interactions and partnerships that embrace equity, diversity, and inclusion to achieve mutual goals and superior outcomes.



SUSTAINABLE

Supporting economic growth, social wellbeing, and environmental viability through transparent accountability and responsible stewardship.



OUR VISION

Changing lives, building strong sustainable communities to lead in a changing world.

OUR MISSION

Transforming our communities through innovative educational opportunities.



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LETTER OF TRANSMITTAL

The Honourable Ken Cheveldayoff
Minister of Advanced Education
Room 307, Legislative Building
2405 Legislative Drive
Regina, SK S4S 0B3

Dear Minister Cheveldayoff,

On behalf of the Southeast College Board of Governors,
I am pleased to present our Annual Report for the year
ending June 30th, 2025, in accordance with Section 16 of the
Regional Colleges Act and Section 14 of the Regional College
Regulations.

Respectfully submitted,

John Williams
Chair, Board of Governors
Southeast College

BOARD OF GOVERNORS' MESSAGE

The 2024-2025 academic year began with great momentum as clients, partners, and Southeast College staff came together for our annual Swing for Scholarships golf tournament. Held at the beautiful Whitebear Golf Course, the event raised \$15,000 in support of scholarships and awards, thanks to the generosity and enthusiasm of our college community.

A defining moment this year was the grand opening of our Indigenous Reconciliation Education Centre on January 22. This dedicated space offers students, staff, and community members a place to gather, learn, and engage with Indigenous culture, teachings, and ways of knowing and being.

In alignment with this initiative, Indigenous equity seats were introduced across all full-time programs to promote equitable access to education for Indigenous learners.

These milestones mark the beginning of Southeast College's Indigenous Action Plan, Face Toward Reconciliation, launched this year. This four-year roadmap reflects our commitment to the Truth and Reconciliation Calls to Action and our goal of fostering an inclusive and respectful learning environment for all.

We were also pleased to welcome long-time Southeast College team member Jody Holzmiller as Interim President and CEO earlier this year. On May 1, 2025, Jody was officially appointed as our permanent President and CEO. The Board is proud to support Jody as she leads the College into its next chapter.

Additional highlights from the year include the inaugural disbursement of the Crown Investment Corporation's \$25,000 in awards for Indigenous post-secondary students, as well as the first-ever Iyuhana Tech Bursaries and Iyuhana Indigenous Bursaries.

Other memorable moments included continued growth and momentum through our Centre of Sustainable Innovation, collaboration with Suncrest College for the Computer Science Training through Projects and our on campus visits from the Deputy Ministers of both Advanced Education and Immigration and Career Training.

The Board of Governors extends sincere appreciation to our partners and stakeholders for their continued support. Your commitment to our scholarship fund, fundraising initiatives, and student success is deeply valued and has made a lasting impact.

As we look ahead, we remain steadfast in our dedication to advancing growth, innovation, and achievement at Southeast College.

2024-2025 MEETINGS

September 16, 2024

Weyburn

November 13, 2024

Estevan

December 11, 2024

Weyburn

February 12, 2025

Online

April 23, 2025

Estevan

June 25, 2025

Weyburn

BOARD OF GOVERNORS



John Williams
Chair
Estevan



Heather Vermeersch
Vice-Chair
Village of Kenosee



Trevor Tessier
Weyburn



Jeff Ward
Estevan



Barbara Compton
Assinibioa



Judy Okanee
Estevan



Levi Paradis
Weyburn



EXECUTIVE MANAGEMENT SUMMARY

VP, Academics, Teaching and Learning and IT - Dean Loberg

The 2024-25 academic year has been a period of growth and innovation within the Academic and Teaching & Learning division. Building on the Teaching and Learning Centre's success, we expanded faculty development, strengthened instructional technology support, and created new corporate and community training opportunities. The Indigenous Initiatives department advanced Truth and Reconciliation through its Action Plan and launched the Reconciliation in Education Centre in 2025, providing a hub for learning and cultural exchange.

Our commitment to access and equity led to new Adult Basic Education programs in partnership with First Nations communities and expanded English Language Training in White City. The Curriculum Identification and Renewal Committee advanced alignment with labour market needs, while post-secondary partnerships grew, most notably with the University of Saskatchewan College of Nursing, which will welcome its first cohort of Bachelor of Science in Nursing students to the Weyburn Campus in fall 2025.

The year closed with the integration of the Professional Training and Apprenticeships teams into the division, uniting all program delivery under one umbrella. Guided by the 2023-2028 Strategic Plan, these initiatives position Southeast College as a leader in accessible, responsive, and innovative post-secondary education.

Executive Director, Innovation and Applied Research - Tania Hlohovsky Andrist

The Centre of Sustainable Innovation (CSI) continued to grow in 2024-25, advancing Southeast College's strategic priorities through digital training, applied research, and regional partnerships. We delivered three cohorts of Computer Science Training through Projects, connecting learners with real clients from our region. Examples of projects include a partnership with the Southeast Tech Hub (SETH) to aid with programming their robot, and providing entrepreneurship support to an Indigenous innovator designing a digital beading app. This project gave students authentic product development experience while helping to preserve traditional culture, capped off with product testing at the First Nations University of Canada Pow Wow in April.

Program success and partnership building with Suncrest College in Yorkton inspired a collaboration between the neighbouring colleges that secured a Future Skills Canada Centre grant to offer four new fully funded cohorts in the south of the province in the summer of 2025. Using Skills for Success programming from Suncrest and Computer Science Training from Southeast, 40 students were offered spots to increase their digital skills through projects; in our region the training was offered at the college campus in Estevan and on Ocean Man First Nation.

CSI also focused on knowledge-sharing, hosting Innovation Conversations in Artificial Intelligence (AI) in Education and Career Building using AI tools. Conference presentations included CSI staff Ryan Gustafson and Tania Andrist speaking at the Innovation Conference for Economic Development (ICED) Critical Minerals conference, as well as at the staff Together Everyone Achieves More (TEAM) Conference in May. An MOU was signed with the University of Regina and SETH to develop research capacity in the Southeast in partnership with the University. While visiting Regina, students from the Computer Science program competed in the University's Hackathon, spending 24 hours programming and earning an Honorable Mention for their project presentation. The existing partnership with the Petroleum Technology Research Centre (PTRC) Sustainable Energy resulted in workshops for Carbon Capture and Storage as well as learning opportunities for students and researchers at the micro grid at the University of Regina Campus.

CSI looks forward to serving the region by advancing innovation and technology, focusing on sustainable energy and energy production; we aim to grow research expertise in a sustainable way, through grants and external partnerships, to benefit the region and enhance Southeast College.

VP, Finance – Steven Larkin

2024-25 was a year of transition for the Finance Department. I joined the College in 2024 - along with our Controller - and we welcomed back one employee from maternity leave.

In the 2024-25 fiscal year, the Finance Department focused on efficiencies in our processes, obtaining and providing timely information, and providing support for college initiatives – all while taking a team approach and cultivating comradery.

We look forward to building upon our successes and continuing to collaborate with leadership in supporting the college's mission of academic excellence and student success.

VP, Human Resources and Organizational Development – Jennifer Logel

In 2024-25, the Human Resources and Organizational Development division advanced key priorities in employee engagement, workplace modernization, and organizational capacity building. Major achievements included the launch of the Southeast College Employee Excellence Awards, the implementation of an enhanced Performance Management process aligning goal setting with organizational values, and the rollout of a new payroll and human resource information system to enhance efficiency, accuracy, and data-informed decision making.

A strengthened focus on feedback and inclusivity was demonstrated through a renewed Employee Engagement Survey and the beginning of the development of a College-wide Accessibility Plan. Policy work included the introduction of a Hybrid Work policy, revisions to the Vacation Leave and Performance Management policies, and an updated Statement of Commitment to Diversity, Equity, Inclusion, and Accessibility.

These initiatives collectively reinforced Southeast College's commitment to fostering a positive, inclusive, and high-performing workplace that supports the success and growth of both employees and the organization.



VP, Communication and Strategic Enrollment – Sheena Onrait

In 2024-25, Southeast College advanced its student recruitment strategies, with attendance at career fairs and recruitment events reaching record levels. Building on this momentum, additional growth initiatives are planned for 2025-26. At the same time, changes in the international education landscape presented challenges, including fewer applicants and a reduced number of programs eligible for the Post-Graduate Work Permit. To address these challenges, the College continued its collaboration with the Saskatchewan International Alliance, hosting shared virtual information sessions and attending the 2025 Familiarization Tour (FAM).

The Enrollment Services team made significant progress in enhancing the student experience. A new application portal was launched for full-time post-secondary students, alongside the implementation of a Customer Relationship Management system designed to strengthen student communications. Work also advanced on the development of the Strategic Enrollment Management Plan, which will be finalized and shared with staff early in the 2025-26 academic year.

The 2024-25 year was also notable for the celebration of Southeast College's 50th Anniversary. This milestone was marked with the launch of a commemorative logo, staff appreciation events, and a variety of student activities throughout the year, honouring the College's legacy while looking ahead to its future.

President and CEO – Jody Holzmiller

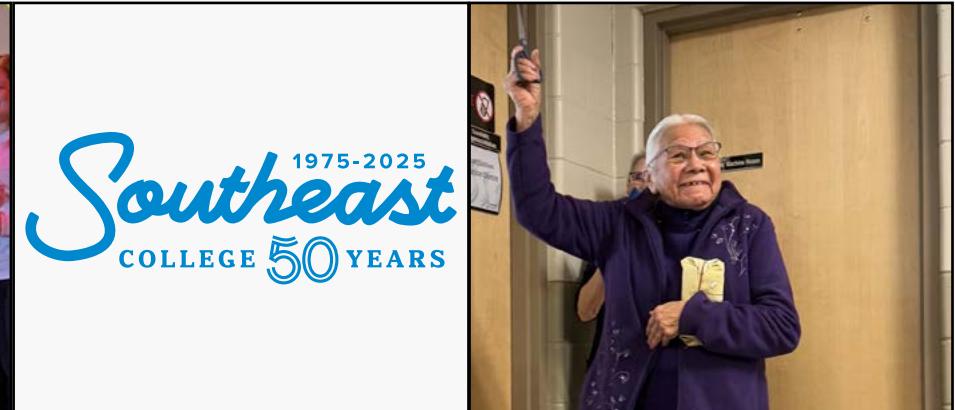
The 2024/2025 academic year marked a period of significant achievement and progress for Southeast College. From July 2024 to May 2025, I had the privilege of serving as Interim President and Chief Executive Officer, and in May 2025, I was honoured to accept the permanent appointment. With the support of the Board of Governors, Executive Management team, and dedicated staff, the College advanced key initiatives in 2024-25 that strengthened our academic offerings, community partnerships, and long-term sustainability.

Several notable milestones defined the year. The College successfully launched the Mental Health & Addictions Counselling program in Estevan through a blended delivery model and re-introduced the Business Administration program in Weyburn. In partnership with Suncrest College and the Yorkton Tribal Council, we secured a Future Skills Centre grant to deliver the Digital and Tech Access for Indigenous, Newcomers, Women, and Youth (DATA In a NEW WaY) program, providing vital training opportunities for Indigenous peoples, newcomers, women, and youth. Additional highlights included hosting the Innovation Conference for Economic Development (ICED), opening the Reconciliation Education Centre in Weyburn, and hosting the annual Swing for Scholarships golf tournament at White Bear First Nation Golf Course.

The College deepened engagement with stakeholders and government partners, including hosting the Deputy Ministers of Immigration & Career Training and Advanced Education at campus tours and staff events, and working with community leaders in Assiniboia and Moosomin to plan for relevant and accessible programming. Looking forward, Southeast College remains committed to advancing Saskatchewan's 30 Goals for 2030 by equipping learners with the skills required for the labour market. These accomplishments underscore the collective efforts of our Board, staff, partners, and stakeholders, whose dedication ensures Southeast College continues to be a leader in post-secondary education across the region.



CALENDAR OF EVENTS



September 13

Swing for Scholarships Golf Tournament was held at Whitebear First Nation Golf Course raising \$15,000 in student scholarships.

December 13

Southeast College Employee Excellence Awards were awarded in conjunction with our annual Christmas celebration.

January 2

Southeast College's 50th Anniversary Year kicks off.

January 22

Grand Opening of the Reconciliation Education Centre.

HIGHLIGHTS

New partnership with Saskatchewan Parks to offer training course for staff.

Indigenous Action Plan for 2024-2028 entitled "Face Toward Reconciliation" was unveiled.

A new and modernized payroll system was launched.

Mental Health and Addictions Counselling Diploma program was offered for the first time at Southeast College with a full cohort of students.



April

Held our annual Career Fair and Open House at our Estevan and Weyburn Campuses.

May 27 & 28

Southeast College's Annual TEAM Conference was held.

June 2-6

Graduation Week was held in Estevan, Weyburn and Whitewood.

Funding through the Canada - Saskatchewan Canada Wide Early Learning and Child Care Agreement 2021-2026 continued enabling Southeast College to continue to offer Early Childhood Education courses to Saskatchewan residents for no cost.

Indigenous Equity seats were identified in all post-secondary programs; this initiative is to support Indigenous students in their educational and career goals.



CAN DO AND WILL DO WITH WIL-TECH & SOUTHEAST COLLEGE

When corporate minds get together to forge partnerships with shared targets, some pretty impressive things can happen.

This is the situation Southeast College and Wil-Tech Industries find themselves in with a continuing pattern of mutual understanding and growth.

A warm mid-October day finds Wil-Tech's General Manager Dustin Wilson directing traffic from his office just off a busy main reception and administration area of the company's head office in Estevan's signature industrial area. The company got underway in the early 1990's with Dustin's father Jim at the helm, and he remains so as C.E.O. but with the daily grind work now passed along.

The company underwent humble beginnings with a much smaller operation on Perkins St. but soon re-located to their current location on Escana Street where the facilities have undergone a couple of significant expansions to the point where they now boast of a 20,000 sq. foot complex and large adjoining yard. Expansion has also included major corporate moves to Regina in 2010 and Saskatoon where similar, but smaller buildings house more of the Wil-Tech products that include hydraulics and pneumatic manufacturing, supplies, service and sales.

And that's where the Southeast College enters the picture with positive movements to enable their students to make choices that might include future employment with Wil-Tech.

"We currently have four former College students with us," said Wilson. "Three here in our main Estevan plant and one more in Regina."

Wil-Tech has 50 employees and Wilson noted that long-term employee Jason Hale is instrumental in leading the charge in the industrial and heavy-duty end of the business and is very effective in bringing in students with work placement opportunities and other avenues that can be explored by SC students.

The positive environment witnessed at Wil-Tech is definitely a pull-in according to one of those SC graduates, Jacob Schick, who took advantage of the apprenticeship programming offered by the College. He decided to leave the oil patch and pipelining world at the six-year mark, urged on by his mother who wanted him to seek a new path. He found it at Wil-Tech over three years ago and hasn't looked back. Schick is focused mainly on the hydraulics end of the business and has nothing but praise for the team-like attitude he experiences on the service and manufacturing floor. When asked if there really was a team-like attitude at Wil-Tech, Schick said, "very much so." He added, "If someone finds himself struggling ... having a problem, the other guys drop whatever they're doing to help out and that makes the day go much nicer."

He finds the physics end of the business fascinating.

"It's nice to be able to do hands-on work, something tangible. I'm usually not happy with something I can't see," he said with a chuckle. As far as Schick is concerned, Southeast College definitely "did their job" when it came to sending guys like him into their new work force.

They make sure, “you don’t go in there half-heartedly and when you get into it, well, you’re working harder than ever because you want to and you’re with a great group of guys.”

While Schick generally focuses on the hydraulic end of the construction, he has also dipped into the fabrication and repair end of that world, because, well, because he can and he’s willing to help others as they will help him when the needs arise.

“You can’t be bored here. We are engaged. I think I’ve touched base on everything, other than maybe some decommissioning,” he said.

Mike Holowchuk handles the bulk of the service operations and coordinates the working relationship with SC to develop programs that help both corporate bodies.



“Hydraulics is different from the other heavy industries,” Wilson said. “And yes, it can pull us in, as well as the pneumatics side. They are a natural fit in this work place,” he added, noting how the company and College deal with traditional apprenticeship programs and demands.

“You get to put something additional on that resume,” he said. “A work placement program is beneficial.” Wilson gave an example of one young inexperienced applicant a few years ago. He was very nervous on the work placement job site. As a result he made a few errors, generally due to the nerves and angst. But within two weeks “on the job” at Wil-Tech, “the guys came to me and said, ‘hire him, he’s really good.’”

So that, again, displays the positive attitude one gets to enjoy at Wil-Tech and SC.

“The college gives the people a taste of the workplace and that usually leads to full time employment,” Wilson said. “We’ve hired about six people from SC in the past seven years.”

It was also noted that Wil-Tech is a willing partner when it comes to filling some SC needs, whether it be temporary expertise, materials or assistance in fund-raising.

Wilson said he realizes there is a nation-wide environment of universities, colleges and poly-technical schools and the SC fits into that environment quite successfully. Time management matters, as does quality and he added the service side of the business is unique because parts and service lead to filling a variety of client needs.

So, if you’re looking for a solid positive environment, partnerships like this are the examples.

On their side, Wilson said, “We want higher quality. Of course economics comes into the equation. But there is creativity, and a mind set that helps us utilize the products.”

Sometimes those “products” just might include people, because they definitely count the most when it comes to partnerships like this. At Wil-Tech and SC people are definitely not products, but they sure know what to do with them when it comes to building, deploying or servicing them in that aforementioned partnership agreement.



A SUCCESS STORY: THE CENTRE OF SUSTAINABLE INNOVATION

After years as a journalist reporting stories across Canada and backpacking through Europe, Tania Andrist thought she had seen it all. From breaking news to sports reporting, her career was full of memorable moments. Yet none of those experiences, she says, compare to her current role as Executive Director of Applied Research and Innovation at the Centre of Sustainable Innovation.

"Now is the most exciting thing I've ever done," says Andrist. "There's the possibility to truly affect change—to make a lasting impact on the region. We're talking about a fundamental shift where the community is empowered to prepare itself for the future." Launched early in 2024, the Centre of Sustainable Innovation is housed at Southeast College's Estevan Campus. Its spacious, open-concept layout creates an atmosphere ideal for collaboration and creativity. Upon entering, visitors are greeted by Poppy, the Centre's resident robot—an open-source platform built by students and members of the Estevan Robotics Club. The Centre's mission is to advance applied research, entrepreneurship, and innovative learning. Only a year after opening, it has already exceeded expectations.

In April 2025, Southeast College partnered with Suncrest College and the Yorkton Tribal Council to secure a large federal grant aimed at expanding computer science education in rural communities. The resulting initiative, Data in a New Way, delivered one class in Estevan, one class at Ocean Man First Nation and two classes in the Suncrest region.

“The goal was to bridge the digital divide and build digital literacy among populations facing barriers—newcomers, women, Indigenous people, and youth,” explains Andrist. “We targeted those living with barriers, and this program helped remove them.” The class concluded in August 2025 with a vibrant celebration, as students showcased the projects they had developed.

The summer project grew from the original Computer Science Training through Projects (CSTTP) class, which was developed by the Centre’s Applied Research Coordinator Ryan Gustafson, and offered through the Centre of Sustainable Innovation.

“It’s modeled on the idea of a one-room schoolhouse,” Andrist says. “Students at different levels learn together, with experienced learners helping the newer ones. For rural Saskatchewan—and rural Canada—that model really works.”

Gustafson taught the first three cohorts of the course, offered at the Estevan Campus during the 2024-2025 academic year. He adds that CSTTP emphasizes practical experience over theory. “We wanted to personalize learning through real-world projects from local businesses and organizations,” he says. “These projects gave students meaningful, hands-on experience rather than purely academic training.”

The Centre’s first major project was a conference matchmaking app that paired attendees to encourage new connections with the support of the Southeast Techhub. Successful projects throughout the year sparked a wave of innovation, including a partnership with the Souris Valley Museum to create a virtual reality coal mine tour—one of Andrist’s favourites.

“They wanted to make their coal mine tour a VR experience,” she recalls. “Our students mounted 3D cameras on the massive draglines at the mine and produced an incredible immersive video. With a headset, viewers can feel as if they’re right there—it was an amazing success.”

Other projects include a custom ice machine design for a local hotel and an ongoing solar data dashboard initiative.

Southeast College was the host site for the 2024 Innovation Conference of Economic Development (ICED) as well as a day-long conference on Critical Minerals in Saskatchewan held by the Southeast Tech Hub. Strategic partnerships have since been signed with the University of Regina and the City of Estevan.

Looking ahead, the Centre aims to expand its work further into energy and solar research, while also offering computer science training programs in Weyburn and other rural locations in the Southeast region.



CENTRE OF SUSTAINABLE INNOVATION

2024-2025 HIGHLIGHTS

» **DATA IN A NEW WAY GRANT**

Suncrest College and Yorkton Tribal Council to provide computer science skills in Saskatchewan.

» **COMPUTER SCIENCE TRAINING THROUGH PROJECTS**

Introduced and engaged in an innovative project based learning program that connects businesses with computer science students to resolve problems.

» **ICED RURAL INNOVATION CONFERENCE**

Southeast College Estevan Campus was the host location for the nationally renowned rural Innovation Conference of Economic Development (ICED).

» **SOLAR DATA DASHBOARD PROJECTS**

Applied research project at our Estevan Campus to study the energy production of Southeast College's solar installation in partnership with Turning Sun Solar (formerly Iyuhana).

» **PARTNERSHIPS**

Signed partnership agreements with the University of Regina and Southeast Tech Hub and received grants from local funders for Rural Research Initiatives.

» **RESPONDING TO BUSINESS NEEDS**

Engaged in applied research projects with regional businesses to study their challenges and deliver solutions to them.





HUMAN RESOURCES & ORGANIZATIONAL DEVELOPMENT

The 2024-25 fiscal year was a period of significant progress for the Human Resources and Organizational Development division, marked by initiatives that advanced employee engagement, modernized systems and policies, and reinforced Southeast College's strategic commitment to valuing and investing in its people. There were no significant hiring, layoffs, or restructuring events to report during the year. Through training, recognition, feedback, and continuous improvement, the College strengthened its workplace culture and positioned itself for continued success.

Celebrating Excellence and Service

The Southeast College Employee Excellence Awards were launched in fall 2024, hosted alongside the Long Service Awards. This recognition program provides an avenue to celebrate the outstanding contributions and achievements of staff and faculty.

Award categories are aligned with the College's core organizational values and key strategic priorities, acknowledging those who exemplify excellence in the workplace, the classroom, and the greater community. The Employee Excellence Awards reinforce Southeast College's commitment to valuing and investing in its people, driving success and productivity, and enhancing the overall organizational culture.

Collective Agreement Ratification

On August 21, 2024, the Saskatchewan Regional Colleges and the Saskatchewan Government Employees Union ratified a collective agreement covering the period from September 1, 2022, to August 31, 2025. This agreement reflects a collaborative approach to labour relations.

Staff Engagement and Continuous Learning

A Leadership Learning Pathway was launched to further enhance internal capacity, beginning with two in-house workshops designed for employees in supervisory roles. This initiative equips leaders with the tools, skills, and confidence to effectively guide teams, contributing to a culture of strong leadership and continuous organizational growth.

Employee engagement was also strengthened through initiatives such as the Turning Pages Book Club, which completed another successful year exploring personal and professional development topics. This program fosters dialogue, critical thinking, and continuous learning across the College community.

Modernizing Payroll and HR Systems

On December 1, 2024, a new payroll and human resource information system was launched, alongside a change in pay frequency — the culmination of a major, multi-month project requiring extensive cross-departmental time and commitment. This system modernization incorporated dual goals of improving the employee experience and strengthening organizational efficiency.

Employees were supported through the transition with comprehensive training sessions and workshops, ensuring the knowledge and confidence to navigate the new system effectively. Since go-live, many traditional paper-based processes have been converted to digital work flows, improving accessibility, accuracy, and timeliness.

The system's advanced capabilities will enable enhanced data-informed decision making and reporting, supporting strategic planning, optimizing resource allocation, and further aligning HR operations with institutional goals.

Strengthening Engagement Through Feedback

A new Employee Engagement Survey Framework was developed and implemented to better assess engagement and satisfaction, focusing on both engagement and retention drivers. The first survey was conducted in February 2025, followed by the presentation of a post-survey action plan by executive leadership. Staff will receive regular updates on the progress of this plan. The survey will be administered annually to provide opportunities for feedback and enable continuous improvement.

Policy Development and Modernization

Significant policy work was completed in 2024-25, including full revisions of the Vacation Leave and Performance Management policies and procedures. A new Hybrid Work policy and procedure was introduced, providing a structured framework for flexible work arrangements while maintaining operational excellence.

The College also reaffirmed its stance on Diversity, Equity, Inclusion, and Accessibility (DEIA) through a renewed Statement of Commitment, reinforcing its dedication to fostering a welcoming, respectful, and inclusive environment for all members of the College community.

Performance Management Framework

In May 2025, a new Performance Management Framework was rolled out, aligning the development of individual annual work plans with organizational strategic values and goals. Within this framework, employees are encouraged to create Career Development Plans in collaboration with supervisors and Human Resources, supporting skill growth, career progression, and organizational succession planning.

LONG SERVICE AWARD RECIPIENTS

In 2024-2025, Southeast College celebrated our Long Service Award Recipients, recognizing 125 cumulative years of service:

Terry Biss (5)

Wendy Bristow (5)

Heavenlee Desnomie (5)

Abbey Forseth (5)

Renata Gaca-Proszak (5)

Erin Knutilla (5)

Sherlyn Poirier (10)

Katie Burham (15)

Pam Gunnlaugson (15)

Jenn Logel (15)

Melanie Mantei (20)

Deanna Martin (20)

SOUTHEAST COLLEGE FTE AT JUNE 30, 2025

In-Scope: 71.11

Out of Scope: 4.58

Out of Scope Management: 13.58

Total FTE: 89.27

TEAM Conference 2025 – Fostering Growth and Engagement

In May 2025, a dynamic two-day TEAM Conference was held at the Estevan Campus, bringing together staff from across the organization for learning, collaboration, and inspiration. The event featured impactful workshops on mental health awareness and provided practical strategies for achieving better work-life balance. With a continued commitment to DEIA, a thought-provoking cross-cultural engagement roundtable was led by the Multicultural Council of Saskatchewan. The conference also included an in-house workshop on building a learning culture, outlining practical steps to foster both individual and team growth.

Advancing Accessibility and Inclusion

A strong focus on accessibility was prioritized in 2024-25, beginning with a college-wide training session delivered by Marco Pasqua, accessibility and inclusion consultant with the Rick Hansen Foundation. This session provided valuable strategies to enhance inclusive learning and working spaces. Work will continue in the coming year, through collaboration with internal committees, to assess needs and develop a comprehensive Accessibility Plan.

The 2024-25 fiscal year highlighted numerous initiatives that strengthened employee engagement, modernized workplace practices, and invested in the professional and personal growth of the College's people. The year ahead will focus on building upon these successes, fostering a positive, inclusive, and high-performing organizational culture that empowers staff to contribute their best and supports the continued success of Southeast College.



EXECUTIVE STAFF LISTING



Jody Holzmiller
President & CEO
eff. May 2025



Tania Hlohovsky Andrist
Executive Director Innovation
and Applied Research



Steven Larkin
Vice President, Finance &
Administration eff. Dec 2024



Jennifer Logel
Vice President Human Resources
& Organizational Development



Gordon Loberg
Vice President Academic &
Teaching & Learning



Sheena Onrait
Vice President Communications
& Strategic Enrollment

STAFF DIRECTORY

NAME	POSITION
Agnihotri, Chandan	Coordinator, Strategic Enrollment
Anwender, Sadie	Accounting Technician (Term) eff. Jul 2024
Billington, Faye	Lead Program Coordinator, Skills Training
Bohnert, Liz	One Stop Service Associate
Bowerin, Rebecca	CLBPT Assessor
Bristow, Wendy	Student Advisor
Burham, Katie	Coordinator, EAL
Cleasby, Aasa	Summer Programmer
Cyriac, Sebastian	Coordinator, Technology and Instructional Support
Dinsmore, Alison	Business & Program Development Consultant eff. Sep 2024
Donald, Jennifer	Administrative Support (Casual)
Forseth, Abbey	Student Advisor
Frank, Donna	Campus Manager
Franko, Pam	Building Services Worker
Froese, Jennifer	Program Coordinator, Continuing Studies
Gaca-Proszak, Renata	Business & Program Development Consultant
Gamracy, Austin	Coordinator, Technology and Instructional Support
Gustafson, Ryan (Jerry)	Coordinator, Applied Research (Term)
Haines, Elise	Accounting Clerk eff. Mar 2025
Harder, Clint	Manager, IT
Hawton, Jennifer	Program Coordinator, Skills Training eff. Mar 2025
Hlohovsky Andrist, Tania	Exec. Director, Innovation & Applied Research
Holzmiller, Jody	President & CEO eff. May 2025
Johns, CJ	Executive Assistant, CEO & Board of Governors eff. Sep 2024
Knoblauch, Laura	Executive Assistant, Human Resources eff. Sep 2024
Koo, Sujung	International Admissions Associate (Term)
Kopp, Belinda	Accounts Receivable Clerk
Larkin, Steven	VP, Finance & Administration eff. Dec 2024
Loberg, Gordon	VP, Academics and Teaching & Learning
Logel, Jennifer	VP, Human Resources & Organizational Development
Logel, Lyle	Manager, Facilities



FACULTY DIRECTORY

NAME	POSITION
Maier, Shayla	Payroll Clerk
Mallory, Kelly	Program Coordinator, Apprenticeship
Mantei, Jaycee	Coordinator, Recruitment & Engagement
Mantei, Melanie	Program Coordinator, Skills Training
Mayer, Richard	Sr. Building Services Worker
McLeod, Nadine	Coordinator, Marketing & Communications
Moser, Brooklyn	Summer Programmer
Murphy, Carolyn	Division Assistant, EAL
Murray, Heather	Coordinator, Education
Mustatia, Stacey	Coordinator, Indigenous Initiatives
Mytroen, Pamela	CLBPT Assessor
Olson, Mataya	Summer Programmer
Onrait, Sheena	VP, Communication & Strategic Enrollment
Pangan, Julia Carmel	Summer Programmer
Paulin, Luna	Accounting Technician
Penfold Baer, Bethan	CLBPT Assessor
Poirier, Sherlyn	One Stop Service Associate
Postnikoff, Cayden	Controller eff. Nov 2024
Pwong Lay, Kin	Manager, Human Resources & Labour Relations
Quinn, Christian	Research Student
Ruep, Jill	Student Advisor
Sakhno, Oleksandra	Director, Strategic Enrollment eff. Aug 2024
Santos Coutinho Lima, Stephanie	One Stop Service Associate (Term) eff. Jan 2025
Sarpong, Kofi	Education Technology Intern
Sather-Boswall, Roberta	Director, Strategic Development & Corporate Training
Sunshine, Basia	One Stop Service Associate eff. Nov 2024
Turgeon, Deborah	One Stop Service Associate
Tyhy, Kristin	Campus Manager eff. Mar 2025
Wah, Pelay	Building Services Worker (Casual)
Whitehead, Amie	One Stop Service Associate (Term) eff. Jan 2025

NAME	POSITION
Akoto, William	Instructor, Business Management
Biss, Terrance	Instructor, Adult Basic Education
Blanke, Gary	Instructor, Powerline Technician
Block, Kiana	Instructor, English as Another Language
Boehm, Doug	Instructor, Powerline Technician
Bowerin, Rebecca	Instructor, English as Another Language
Brady, Crystal	Facilitator, Literacy Instructor, Adult Basic Education
Butler, Vanessa	Instructor, Continuing Care Assistant
Dahnke, April	Facilitator, English as Another Language
Desnomie, Heavenlee	Instructor, Continuing Care Assistant
Devadas, Prem	Instructor, Continuing Care Assistant (Clinical)
Duncan, Margaret	Instructor, Early Childhood Education Instructor, English as Another Language
Dzuba, Ashleigh	Instructor, Practical Nursing (Clinical)
Ehrmantraut, Michelle	Instructor, English as Another Language
Enns, Miranda	Instructor, Mental Health & Addictions Counselling
Froese, Stephen	Instructor, Heavy Equipment Operator (Associated Studies)
Fuchs, Margaret	Facilitator, English as Another Language
Geisel, Melinda	Instructor, Electrical
Gorgerat, Jessica	Instructor, Practical Nursing
Graff, Sharon	Instructor, English as Another Language
Grayson, Moira	Facilitator, Adult Basic Education Instructor, English as Another Language
Gunnlaugson, Pam	Instructor, Adult Basic Education Instructor, Essential Skills for the Workplace Instructor, Various Programs (Associated Studies)
Gustafson, Ryan	Instructor, Business Management
Hansford, Melissa	Instructor, Early Childhood Education
Haygarth, Jessica	Instructor, Practical Nursing
Henderson, Kayci	Instructor, Adult Basic Education

NAME	POSITION
Hoffart, Gregory	Instructor, Heavy Equipment Truck & Transport
Holman, Melissa	Instructor, Various Programs (Associated Studies)
Hrycuik, Christine	Instructor, Mental Health & Addictions Counselling (Associated Studies)
Iqbal, Javed	Instructor, Business Management
Jensen, Stephanie	Facilitator, English as Another Language
Johns, Tara	Instructor, Various Programs (Associated Studies)
Keeley, Krista	Instructor, Mental Health & Addictions Counselling (Associated Studies) Training & Design Specialist
Keyboa, Solange	Instructor, Mental Health & Addictions Counselling
Kirkness, Sarah	Facilitator, English as Another Language
Knox, Jeanette	Instructor, Continuing Care Assistant
Knuttila, Erin	Instructor, Practical Nursing Instructor, Various Programs (Associated Studies)
Kradovill, Josh	Instructor, Powerline Technician
Labrash, Karissa	Instructor, Continuing Care Assistant
Lafoy, Darrell	Instructor, Heavy Equipment Truck & Transport (Associated Studies) Instructor, Welding
Logel, Jennifer	Instructor, Business Management
MacCrimmon, Melissa	Instructor, Continuing Care Assistant
MacDonald, Lauren	Instructor, Continuing Care Assistant (Clinical)
Manko-Bauche, Lindsay	Instructor, Adult Basic Education
Martin, Deanna	Instructor, Early Childhood Education
Mayer, Rick	Instructor, Industrial Mechanic
McKay, Stuart	Instructor, Powerline Technician
McNaughton, Jessica	Instructor, Practical Nursing
Meyer, Chelsea	Instructor, Practical Nursing
Morrison-Lees, Marylee	Instructor, Early Childhood Education
Natewa, Tyeshia	Facilitator, Adult Basic Education
Penfold Baer, Bethan	Instructor, Adult Basic Education Instructor, English as Another Language Instructor, Various Programs (Associated Studies)
Penfold, Jane	Instructor, Electrical (Associated Studies)
Popescul, Carla	Instructor, Continuing Care Assistant (Clinical)
Postnikoff, Cayden	Instructor, Business Management
Pwong Lay, Kin	Instructor, Business Management

NAME	POSITION
Reyes, David	Instructor, Early Childhood Education
Rieger, Keri	Instructor, Early Childhood Education
Roemer, Joyce	Instructor, Continuing Care Assistant
Savill, Tanis	Instructor, Adult Basic Education
Scharnatta, Colleen	Instructor, Continuing Care Assistant
St. Onge, Wade	Instructor, Adult Basic Education
Steele, Angus	Instructor, Heavy Equipment Operator
Stillwell, Karen	Facilitator, Adult Basic Education
Taylor, Lyn	Instructor, Continuing Care Assistant
Tsiclas, Sheryl	Instructor, Business Management
Turner, Daphne	Instructor, Practical Nursing
Usman, Ajmal	Instructor, Practical Nursing (Associated Studies)
Wagner, Janice	Instructor, Practical Nursing (Lab)
Willock, Dawn	Instructor, Early Childhood Education
Wright, Bernadette	Instructor, Practical Nursing (Associated Studies)
Young, Scott	Instructor, Adult Basic Education

PROGRAMS & SERVICES

26%

INCREASE IN INDIGENOUS STUDENT ENROLLMENT IN 2024-2025

25%

INCREASE IN APPRENTICESHIP ENROLLMENTS IN 2024-2025

35%

DIRECT FROM HIGH SCHOOL STUDENTS APPLIED FOR
POST-SECONDARY PROGRAMS IN 2024-2025

44%

INCREASE IN ADULT BASIC EDUCATION ENROLLMENT IN
2024-2025

17%

INCREASE IN SKILLS TRAINING ENROLLMENT IN 2024-2025

STUDENT BODY BREAKDOWN

FLEX

INSTITUTE CREDIT	210.4
INDUSTRY CREDIT.....	54.8
NON-CREDIT	24.3
ABE CREDIT.....	113.4
ABE NON-CREDIT	74.9

% FLEX

INSTITUTE CREDIT	44%
INDUSTRY CREDIT.....	11.5%
NON-CREDIT	5.1%
ABE CREDIT.....	23.7%
ABE NON-CREDIT	15.7%

3784 TOTAL ENROLMENT

INSTITUTE
CREDIT

14%

519
ENROLLED

INDUSTRY
CREDIT

62%

2335
ENROLLED

NON-CREDIT

13%

500
ENROLLED

ABE CREDIT

4%

155
ENROLLED

ABE
NON-CREDIT

7%

275
ENROLLED

UNIVERSITY

0%

0
ENROLLED



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STRATEGIC PLAN



ENHANCE ORGANIZATIONAL CULTURE

	Baseline	2023-24	2024-25	2025-26	2026-27	2027-28
1.1 Enhance College cohesion by improving relationships and communication amongst departments and campuses.						
Employee's perceptions of Diversity & Inclusion, Teamwork & Collaboration, Leadership, and Organizational Identification as assessed through the Employee Engagement Survey.						
Visible commitment to diversity	NA*	NA*	98%			
People I work with treat one another with respect	NA*	NA*	100%			
Sufficiently informed about company updates	NA*	NA*	90%			
Recommending SC as a great place to work	NA*	NA*	98%			
1.3 Foster an innovation mindset						
SC is positioned toward success	NA*	NA*	94%			
Freedom and autonomy of work	NA*	NA*	96%			
Decision making demonstrating quality and improvement as top priorities	NA*	NA*	94%			
1.4 Advance skills in teaching and learning through innovative methods and the adoption of best practices.						
Student Survey results - technology based learning activities	NA	100%	100%			
1.6 Maximize the diversification of funding sources						
Percentage of total revenue from non-base funding	27.44%	31.08%	29.01%			

* Survey questions and metrics updated in 2025 to align with Strategic Plan.



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STRATEGIC PLAN



ADVANCE STRATEGIC DIRECTION

Baseline	2023-24	2024-25	2025-26	2026-27	2027-28
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2.1 Explore and promote innovative programming solutions to better serve the region and rural Saskatchewan by strengthening relationships with our Ministry and post secondary partners

Increased number of program offerings and increased number of enrollments

Programs

Institute Credit Full Time	9	13	11			
Institute Credit Part Time	43	52	73			

Enrollment

Institute Credit Full Time	144	105	139			
Institute Credit Part Time	313	139	131			

2.2 Strengthen and deepen relationships with Indigenous partners and communities to support Indigenous ways of knowing, learning and success.

Increased Indigenous enrollment and graduation rates

Indigenous Enrollment Rates

ABE Credit	78	47	79			
ABE Non Credit	4	22	3			
Institute Credit Full Time	1	10	5			
Institute Credit Part Time	21	8	23			

Indigenous Graduation Rates

ABE Credit	4%	27%	17%			
Institute Credit	69%	21%	21%			



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STRATEGIC PLAN



ADVANCE STRATEGIC DIRECTION

Baseline	2023-24	2024-25	2025-26	2026-27	2027-28
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2.3 Formalize regular industry and business engagement opportunities to better appreciate their needs and leverage mutual partnerships for programming to fill labour shortages

Students attached to the labour market - employed in their field of study at program completion

ABE Credit	NA*	29	38			
Institute Credit Full Time	NA*	55	22			

2.4 Improve visibility, collaboration, and specific program offerings with regional communities to support local economic development and sustainability

Increased registrations in Industry and Safety programs

Industry Credit	2860	2633	2335			
Industry Non Credit	401	442	500			
2.5 Improve transitions from K-12 learners to local regional post secondary options through collaboration with the education system						
Increase in number of high school students transitioning to Southeast College Programs (number of applications)	NA*	25	35			

* Data not collected in 2022-2023

** All numbers updated in 2024-2025 annual report to reflect accurate program count; Programs that run for more than one year OR carry over multiple fiscal years are accounted for one time at the start of the program



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STRATEGIC PLAN



STRENGTHEN COMMUNITY CAPABILITY

	Baseline	2023-24	2024-25	2025-26	2026-27	2027-28
3.1 Expand program offerings in high need areas to support local labour shortages						
Increased number of programs offered - post secondary	9	13	11			

	Baseline	2023-24	2024-25	2025-26	2026-27	2027-28
3.2 Expand new strategic initiatives in applied research and innovative just in time programming						
Number and quality of successful execution of projects funded that promote sustainability						
Partnerships	NA*	6	14			

	Baseline	2023-24	2024-25	2025-26	2026-27	2027-28
3.3 Increase learner enrollment with targeted marketing and recruitment strategies						
Increased enrollment - across all major program areas						
ABE Credit	139	107	155			
Institute Credit	664	444	519			
Industry Credit	2860	2322	2335			
Industry Non Credit	401	442	500			

	Baseline	2023-24	2024-25	2025-26	2026-27	2027-28
3.5 Strengthen opportunities and learner success for Indigenous people through enhanced relationships and shared ventures						
Indigenous Graduation Rates						
ABE Credit	4%	27%	17%			
Institute Credit	69%	21%	21%			
3.6 Improve equitable learner success with focused strategies to address learner transitions into post secondary education, Career pathways and integrated work experiences						
Number of students continuing on to further education (ABE and Institute Credit)	NA*	76	84			
Number of students continuing on the Southeast College pathway	NA*	20	10			
Number of work integrated experiences for students	NA*	67	153			

* Data not collected in 2022-2023

**COMPREHENSIVE ENROLMENT BY PROGRAM GROUP**

		2023-2024 Student Enrolment					2024-2025 Student Enrolment				
Program Groups		FT	PT	Cas	Total Enrol	FLE's	FT	PT	Cas	Total Enrol	FLE's
Skills Training		Institute Credit									
		Sask Polytechnic		105		139		-		244	
		Other		-		-		-		-	
		Apprenticeship and Trade		-		200		-		200	
		Total Institute Credit		105		339		-		444	
		Industry Credit									
		Total Industry Credit		21		290		2322		2633	
Total Skills Training		Non-Credit									
		Total Non-Credit		-		123		319		442	
Adult Basic Education		126		752		2641		3519		327.4	
		Adult Basic Education Credit									
		Adult 12		82		25		-		107	
		Adult 10		-		-		-		-	
		Total ABE Credit		82		25		-		107	
Total Adult Basic Education		Adult Basic Ed Non-Credit									
		ESWP		10		15		-		25	
		ESL/ELT		-		357		-		357	
		GED Preparation		-		-		-		-	
University		Total ABE Non-Credit		10		372		-		382	
Total Enrolment		Total University		-		-		-		-	
		218		1149		2641		4008		515.1	
										273	
										1103	
										2408	
										3784	
										477.8	



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ENROLMENT & PERFORMANCE



COMPREHENSIVE ENROLMENT BY PROGRAM GROUP - WEYBURN

	Program Groups	2023-2024 Student Enrolment					2024-2025 Student Enrolment				
		FT	PT	Cas	Total Enrol	FLE's	FT	PT	Cas	Total Enrol	FLE's
Skills Training	Institute Credit										
	Sask Polytechnic	28	83	-	111	84.5	33	92	-	125	76.7
	Other	-	-	-	-	-	-	-	-	-	-
	Apprenticeship and Trade	-	200	-	200	31.1	-	249	-	249	36.9
	Total Institute Credit	28	283	-	311	115.6	33	341	-	374	113.6
	Industry Credit										
	Total Industry Credit	4	57	1142	1203	30.8	3	72	1007	1082	28.3
Total Skills Training	Non-Credit										
	Total Non-Credit	-	52	116	168	6.1	-	57	106	163	13.7
		32	392	1258	1682	152.5	36	470	1113	1619	155.5
Adult Basic Education	Adult Basic Education Credit										
	Adult 12	31	13	-	44	32.6	14	3	-	17	2.6
	Adult 10	-	-	-	-	-	-	-	-	-	-
	Total ABE Credit	31	13	-	44	32.6	14	3	-	17	2.6
	Adult Basic Ed Non-Credit										
	ESWP	5	1	-	6	31.1	-	3	-	-	0.2
	ESL/ELT	-	81	-	81	27.8	-	60	-	60	25.4
Total Adult Basic Education	GED Preparation	-	-	-	-	-	-	-	-	-	-
		31	13	-	44	32.6	14	3	-	17	2.6
University	Total University	-	-	-	-	-	-	-	-	-	-
Total Enrolment		63	405	1258	1726	185.1	50	473	1113	1636	158.1



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ENROLMENT & PERFORMANCE



COMPREHENSIVE ENROLMENT BY PROGRAM GROUP - ESTEVAN

		2023-2024 Student Enrolment					2024-2025 Student Enrolment				
Program Groups		FT	PT	Cas	Total Enrol	FLE's	FT	PT	Cas	Total Enrol	FLE's
Skills Training	Institute Credit										
	Sask Polytechnic	52	29	-	81	81.2	31	64	-	95	70.7
	Other	-	-	-	-	-	-	-	-	-	-
	Apprenticeship and Trade	-	-	-	-	-	-	-	-	-	-
	Total Institute Credit	52	29	-	81	81.2	31	64	-	95	70.7
	Industry Credit										
	Total Industry Credit	17	167	915	1099	39.7	-	73	986	1059	21.4
	Non-Credit										
	Total Non-Credit	-	65	180	245	7.7	-	84	196	280	10.5
	Total Skills Training	69	261	1095	1425	128.6	31	221	1182	1434	102.6
Adult Basic Education	Adult Basic Education Credit										
	Adult 12	30	4	-	34	29.6	53	20	-	73	15.3
	Adult 10	-	-	-	-	-	-	-	-	-	-
	Total ABE Credit	30	4	-	34	29.6	53	20	-	73	15.3
	Adult Basic Ed Non-Credit										
	ESWP	5	14	-	19	15.9	7	5	-	12	1.9
	ESL/ELT	-	185	-	185	28.9	-	141	-	141	23.4
	GED Preparation	-	-	-	-	-	-	-	-	-	-
Total Adult Basic Education	Total ABE Non-Credit	5	199	-	204	44.8	7	146	-	153	25.3
	Total Adult Basic Education	35	203	-	238	74.4	60	166	-	226	40.6
University	Total University	-	-	-	-	-	-	-	-	-	-
Total Enrolment		104	464	1095	1663	203	91	387	1182	1660	143.2



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ENROLMENT & PERFORMANCE



COMPREHENSIVE ENROLMENT BY PROGRAM GROUP - MOOSOMIN

	Program Groups	2023-2024 Student Enrolment					2024-2025 Student Enrolment				
		FT	PT	Cas	Total Enrol	FLE's	FT	PT	Cas	Total Enrol	FLE's
Skills Training	Institute Credit										
	Sask Polytechnic	15	1	-	16	18.7	6	27	-	33	12.3
	Other	-	-	-	-	-	-	-	-	-	-
	Total Institute Credit	15	1	-	16	18.7	6	27	-	33	12.3
	Industry Credit										
	Total Industry Credit	-	6	189	195	3.8	-	11	110	121	2.6
	Non-Credit										
Total Skills Training	Total Non-Credit	-	-	11	11	0.1	-	-	5	-	0.1
		15	7	200	222	22.6	6	38	115	154	15.0
Adult Basic Education	Adult Basic Education Credit										
	Adult 12	6	2	-	8	9.0	-	-	-	-	-
	Adult 10	-	-	-	-	-	-	-	-	-	-
	Total ABE Credit	6	2	-	8	9.0	-	-	-	-	-
	Adult Basic Ed Non-Credit										
	ESWP	-	-	-	-	-	-	-	-	-	-
	Total ABE Non-Credit	-	68	-	68	16.9	-	53	-	53	17.0
Total Adult Basic Education		-	68	-	68	16.9	-	53	-	53	17.0
	Total University	-	-	-	-	-	-	-	-	-	-
Total Enrolment		21	77	200	298	48.5	6	91	115	207	32.1



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ENROLMENT & PERFORMANCE



COMPREHENSIVE ENROLMENT BY PROGRAM GROUP - ASSINIBOIA

	Program Groups	2023-2024 Student Enrolment					2024-2025 Student Enrolment				
		FT	PT	Cas	Total Enrol	FLE's	FT	PT	Cas	Total Enrol	FLE's
Skills Training	Institute Credit										
	Sask Polytechnic	10	15	-	25	14.7	9	11	-	20	5.4
	Total Institute Credit	10	15	-	25	14.7	9	11	-	20	5.4
	Industry Credit										
	Total Industry Credit	-	29	188	217	5.0	-	4	127	131	2.3
	Non-Credit										
Total Skills Training	Total Non-Credit	-	-	10	10	0.1	-	-	-	-	-
		10	44	198	252	19.8	9	15	127	151	7.8
Total Adult Basic Education	Adult Basic Ed Non-Credit										
	ESL/ELT	-	24	-	24	5.8	-	12	-	12	2.9
		-	24	-	24	5.8	-	12	-	12	2.9
University	Total University	-	-	-	-	-	-	-	-	-	-
Total Enrolment		10	68	198	276	25.6	9	27	127	163	10.7



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ENROLMENT & PERFORMANCE



COMPREHENSIVE ENROLMENT BY PROGRAM GROUP - WHITEWOOD

	2023-2024 Student Enrolment					2024-2025 Student Enrolment					
	Program Groups	FT	PT	Cas	Total Enrol	FLE's	FT	PT	Cas	Total Enrol	FLE's
Skills Training	Institute Credit										
	Sask Polytechnic	-	10	-	13	3.2	7	-	7	14	8.3
	Other	-	-	-	-	-	-	-	-	-	-
	Total Institute Credit	-	10	-	13	3.2	7	-	7	14	8.3
	Industry Credit										
	Total Industry Credit	-	6	3	9	0.5	-	-	9	9	0.1
	Non-Credit										
	Total Non-Credit	-	6	3	9	0.5	-	-	-	-	-
Total Skills Training		-	16	3	22	3.7	7	-	16	23	8.4
Adult Basic Education	Adult Basic Education Credit										
	Adult 12	11	2	-	13	13.2	15	5	-	20	15.6
	Adult 10	-	-	-	-	-	-	-	-	-	-
	Total ABE Credit	11	2	-	13	13.2	15	5	-	20	15.6
	Adult Basic Ed Non-Credit										
	ESWP	-	-	-	-	-	-	-	9	9	0.1
	ESL/ELT	-	-	-	-	-	-	-	-	-	-
	Total ABE Non-Credit	-	-	-	-	-	-	-	9	9	0.1
Total Adult Basic Education		11	2	-	13	13.2	15	5	9	29	15.7
University	Total University	-	-	-	-	-	-	-	-	-	-
Total Enrolment		11	18	3	35	16.9	22	5	25	52	24.2



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STUDENT SUCCESS BY PROGRAM GROUP

		2023-2024												2024-2025												
		Total Students Completed			Total Students Graduated			Total Employed			Total Going to Further Training			Total Students Completed			Total Students Graduated			Total Employed			Total Going to Further Training			
Program Groups		FT	PT	Cas	FT	PT	Cas	FT	PT	Cas	FT	PT	Cas	FT	PT	Cas	FT	PT	Cas	FT	PT	Cas	FT	PT	Cas	
Institute Credit																										
Sask Polytechnic		6	84	10	67	1	-	55	-	-	55	-	-	8	88	-	73	32	-	22	-	-	17	-	-	
Other		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Skills Training	Apprenticeship and Trade		-	156	-	-	10	-	-	-	-	-	-	-	-	106	-	-	147	-	-	-	-	-	-	
	Total Institute Credit		6	240	10	67	11	-	55	-	-	55	-	-	8	194	-	73	179	-	22	-	-	17	-	-
	Industry Credit																									
	Total Industry Credit		-	1	10	67	1	-	-	-	-	-	-	-	-	1	5	21	-	158	2100	-	-	-	-	-
	Non-Credit																									
Total Skills Training	Total Non-Credit		-	120	282	-	-	-	-	-	-	-	-	-	-	139	251	-	-	-	-	-	-	-	-	
			6	361	302	134	12	-	55	-	-	55	-	-	9	338	272	73	337	2100	-	-	-	-	-	
	Adult Basic Education Credit																									
Adult Basic Education	Adult 12		35	1	-	27	5	-	19	-	-	26	-	-	56	4	-	38	-	-	35	-	-	60	-	-
	Adult 10		-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	7	-	-
	Total ABE Credit		35	1	-	29	5	-	19	-	-	26	-	-	56	4	-	38	-	-	38	-	-	67	-	-
	Adult Basic Ed Non-Credit																									
	ESWP		9	4	-	-	-	-	8	-	-	6	-	-	7	4	-	-	-	-	4	-	-	4	-	-
Total Adult Basic Education	ESL/ELT		10	345	-	-	-	-	-	-	-	-	-	-	12	210	-	-	-	-	-	-	-	-	-	-
	GED Preparation		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Total ABE Non-Credit		19	349	-	-	-	-	8	-	-	6	-	-	19	214	-	-	-	-	4	-	-	4	-	-
	Total Adult Basic Education		54	350	-	29	5	-	27	-	-	32	-	-	75	218	-	38	-	-	42	-	-	71	-	-
University	Total University		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Enrolment		60	711	302	163	17	-	82	-	-	87	-	-	84	556	272	111	337	2100	64	-	-	88	-	-	

Note: Follow up stats are not gathered for English Language Training, Industry Cr, University, Part Time Credit and Non-Credit students.



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ENROLMENT & PERFORMANCE



EQUITY PARTICIPATION ENROLMENTS BY PROGRAM GROUP

	2023-2024												2024-2025													
	Aboriginal			Visible Minority			Disability			Total Enrolment			Aboriginal			Visible Minority			Disability			Total Enrolment				
Program Groups	FT	PT	Cas	FT	PT	Cas	FT	PT	Cas	FT	PT	Cas	FT	PT	Cas	FT	PT	Cas	FT	PT	Cas	FT	PT	Cas		
Institute Credit																										
Skills Training	Sask Polytechnic	10	8	1	15	12	1	7	5	2	105	124	15	5	23	-	22	28	-	1	11	-	86	185	-	
	Other	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Apprenticeship and Trade	-	28	-	-	1	-	-	4	-	-	200	-	-	30	-	-	1	-	-	3	-	-	249	-	-
	Total Institute Credit	18	6	1	15	13	1	7	9	2	105	324	15	5	53	-	22	29	-	1	14	-	86	434	-	
	Industry Credit																									
	Total Industry Credit	6	13	84	1	4	60	4	5	35	21	290	2323	1	13	78	-	9	48	-	5	41	3	169	2149	
Total Skills Training	Non-Credit																									
	Total Non-Credit	-	4	21	-	3	8	-	2	6	-	123	319	-	1	24	-	3	16	-	1	6	-	141	302	
		24	53	106	16	20	69	11	16	43	126	737	2657	6	67	102	22	41	64	1	20	47	89	744	2451	
	Adult Basic Education Credit																									
	Adult 12	32	5	-	3	2	-	5	2	-	82	25	-	52	27	-	7	-	-	7	7	-	110	45	-	
Adult Basic Education	Adult 10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Total ABE Credit	32	5	-	3	2	-	5	2	-	82	25	-	52	27	-	7	-	-	7	7	-	-	-	-	
	Adult Basic Ed Non-Credit																									
	ESWP	3	4	-	-	1	-	-	2	-	10	15	-	2	1	-	-	-	-	3	-	7	8	-		
	ESL/ELT	1	14	-	-	9	-	-	3	-	10	347	-	-	10	-	-	5	-	-	4	-	12	248	-	
Total Adult Basic Education	GED Preparation	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Total ABE Non-Credit	4	18	-	-	10	-	-	5	-	20	365	-	2	11	-	-	5	-	-	7	-	19	256	-	
		36	23	-	3	12	-	5	7	-	102	390	-	54	38	-	7	5	-	7	14	-	19	256	-	
University	Total University	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Total Enrolment	60	76	106	19	32	69	16	23	43	228	1127	2657	60	105	102	29	46	64	8	34	47	108	1000	2451	

Note: Follow up stats are not gathered for English Language Training, GED, Industry Cr, University, SAIT and Non-Credit students.

**EQUITY PARTICIPATION COMPLETERS AND GRADUATES BY PROGRAM GROUP**

	2023-2024										2024-2025									
	Aboriginal			Visible Minority			Disability				Aboriginal			Visible Minority			Disability			
	Program Groups	E	C	G	E	C	G	E	C	G	E	C	G	E	C	G	E	C	G	
Institute Credit																				
Skills Training	Sask Polytechnic	19	8	4	28	7	9	14	5	3	28	14	6	50	14	23	12	7	-	
	Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Apprenticeship and Trade	28	24	-	1	1	-	4	2	-	30	12	18	1	1	-	3	2	1	
	Total Institute Credit	47	32	4	29	8	9	18	7	3	58	26	24	51	15	23	15	9	1	
	Industry Credit																			
	Total Industry Credit	103	-	87	65	2	60	44	-	40	92	2	87	57	3	47	46	1	44	
Total Skills Training	Non-Credit																			
	Total Non-Credit	25	22	-	11	11	-	8	7	-	25	18	-	19	17	-	7	5	-	
	Total Skills Training	175	54	91	105	21	69	70	14	43	175	46	111	127	35	70	68	15	45	
	Adult Basic Education Credit																			
	Adult 12	37	14	10	5	2	2	7	4	1	25	18	-	19	17	-	7	5	-	
	Adult 10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Adult Basic Education	Total ABE Credit	37	14	10	5	2	2	7	4	1	25	18	-	19	17	-	7	5	-	
	Adult Basic Ed Non-Credit																			
	Employability/Life Skills Training	7	4	-	1	-	-	2	1	-	3	2	-	-	-	-	3	1	-	
	English Language Training	15	14	-	9	9	-	3	3	-	10	1	-	5	4	-	4	-	-	
	GED Preparation	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Total ABE Non-Credit	22	18	-	10	9	-	5	4	-	13	3	-	5	4	-	7	1	-	
Total Adult Basic Education		59	32	10	15	11	2	12	8	1	38	21	-	24	21	-	14	6	-	
University	Total University	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Total Enrolment		234	86	101	120	32	71	82	22	44	213	67	111	151	56	70	82	21	45	

E - Enrolment

C - Completers

G - Graduates



2024 - 2025 Annual Report

INTERNATIONAL STUDENTS



PROGRAM	ENROLMENT
Continuing Care Assistant	40
Early Childhood Education	4
Total Enrolment	44
Completers	43
Graduates	41



2024 - 2025 Annual Report

DISABILITY SUPPORT GRANT

TYPES OF DISABILITY SUPPORTS PROVIDED	NUMBER OF STUDENTS WHO RECEIVED DISABILITY SUPPORTS (HEADCOUNT)
Totals	

Note: No Disability Support Grants issued in 2024-2025





2024-2025 Annual Report

FINANCIAL STATEMENTS

STATEMENT OF MANAGEMENT RESPONSIBILITY

The consolidated financial statements of Southeast College have been prepared in accordance with Canadian public sector accounting standards and the format specified in the Regional Colleges Accounting and Reporting Manual issued by the Ministry of Advanced Education, and are in compliance with the provisions of legislation and related authorities. When alternative accounting methods exist, management has chosen those it deems most appropriate in the circumstances. These statements include certain amounts based on management's estimates and judgments. Management has determined such amounts based on a reasonable basis in order to ensure that the financial statements are presented fairly in all material respects.

In fulfilling its responsibilities and recognizing the limits inherent in all systems, management has developed and maintains a system of internal control designed to provide reasonable assurance that College assets are safeguarded from loss and that the accounting records are a reliable basis for the preparation of financial statements.

The Board of Governors of the College is responsible for the review and approval of the financial statements, and ensures management fulfills its financial reporting responsibilities. The Board meets with management and with the external auditors to discuss the results of audit examinations and financial reporting matters. The external auditors have full access to the Board with and without the presence of management. The Board also considers the engagement or re-appointment of the external auditors.

The consolidated financial statements have been audited by Virtus Group LLP. The external auditors conduct an independent examination in accordance with Canadian auditing standards and express their opinion on the financial statements. The accompanying Auditors' Report outlines their responsibilities, the scope of their examination and provides their opinion on the fairness of the presentation of the information in the financial statements.

Original Signed By
John Williams, Board of Governors Chair

Original Signed By
Jody Holzmiller, President & CEO

INDEPENDENT AUDITORS' REPORT



Opinion

We have audited the consolidated financial statements of Southeast College, which comprise of the consolidated statement of financial position at June 30, 2025 and the consolidated statements of operations and accumulated surplus from operations, changes in financial net assets and cash flows for the year ended, and notes to the consolidated financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying consolidated financial statements present fairly, in all material respects, the financial position of the College as at June 30, 2025, and its financial performance and cash flows for the year then ended in accordance with Canadian public sector accounting standards for government reporting entities.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditors' Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the College in accordance with the ethical requirements that are relevant to our audit of the financial statements in Saskatchewan, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Information Other than the Financial Statements and Auditors' Report Thereon

Management is responsible for the other information. The other information comprises the information included in the annual report but does not include the financial statements and our auditors' report thereon. The annual report is expected to be made available to us after the date of this auditors' report.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information identified above when it becomes available and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

When we read the annual report, if we conclude that there is a material misstatement therein, we are required to communicate the matter to those charged with governance.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian public sector accounting standards, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the College's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the College or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the College's financial reporting process.

INDEPENDENT AUDITORS' REPORT

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the College's internal control.

Regina, Saskatchewan

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the College's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause the College to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Virtus Group LLP
Chartered Professional Accountants

 **VIRTUS GROUP**

Southeast College
Consolidated Statement of Financial Position
As at June 30, 2025

	June 30 2025	June 30 2024
Financial Assets		
Cash and cash equivalents (Note 3)	\$4,502,478	\$4,682,078
Accounts receivable (Note 4)	1,018,011	957,264
Inventories for resale (Note 5)	30,165	45,963
Portfolio Investments (Note 6)	26,718	25,263
Total Financial Assets	5,577,372	5,710,568
Liabilities		
Accrued salaries and benefits (Note 8)	354,995	695,251
Accounts payable and accrued liabilities (Note 9)	772,735	467,706
Deferred revenue (Note 10)	553,243	851,300
Liability for employee future benefits (Note 11)	257,100	247,700
Total Liabilities	1,938,073	2,261,957
Net Financial Assets	3,639,299	3,448,611
Non-Financial Assets		
Tangible capital assets (Note 13)	21,231,860	22,076,805
Prepaid expenses (Note 14)	236,069	155,157
Total Non-Financial Assets	21,467,929	22,231,962
Accumulated Surplus	\$25,107,228	\$25,680,573
Accumulated Surplus is comprised of:		
Accumulated surplus from operations (Note 15)	\$25,107,228	\$25,680,573
Total Accumulated Surplus	\$25,107,228	\$25,680,573
Contingencies (Note 16)		
Contractual rights (Note 19)		
Contractual obligations and commitments (Note 20)		

Approved by the Board of Governors

Original Signed By John Williams, Board of Governors Chair	Original Signed By Jeff Ward, Board of Governors Vice Chair
The accompanying notes and schedules are an integral part of these financial statements.	

Southeast College
Consolidated Statement of Operations and Accumulated Surplus
For the year ended June 30, 2025

	2025 Budget	2025 Actual	2024 Actual
Revenues (Schedule 2)			
Provincial Government			
Grants	\$7,235,350	\$7,835,369	\$7,616,400
Other	113,754	645,118	472,140
Federal Government			
Grants	349,083	335,202	382,803
Other Revenue			
Contracts	1,873,439	1,392,482	1,306,052
Interest	202,000	185,850	229,994
Rents	9,665	12,030	11,855
Resale items	215,603	97,899	201,555
Tuitions	2,125,332	1,813,008	2,099,156
Donations	30,481	63,628	70,337
Other	257,542	36,946	39,952
Total Revenues	12,412,249	12,417,532	12,430,244
Expenses (Schedule 3)			
General (Schedule 4)			
Skills training	6,924,767	6,392,916	6,401,266
Basic education	4,228,109	4,738,149	4,188,459
Services	1,815,792	1,521,860	1,543,995
University	210,462	190,606	191,457
Scholarships	-	53,180	-
Total Expenses	97,201	94,165	117,820
(Deficit) for the Year from Operations	13,276,331	12,990,876	12,442,997
Accumulated surplus, Beginning of Year	(864,081)	(573,344)	(12,753)
Accumulated surplus, End of Year (Note 15)	\$24,539,980	25,680,572	25,693,325
	\$23,675,899	\$25,107,228	\$25,680,573

The accompanying notes and schedules are an integral part of these financial statements.

Southeast College
Consolidated Statement of Changes in Net Financial Assets
For the year ended June 30, 2025

	2025 Budget	2025 Actual	2024 Actual
Net Financial Assets, Beginning of Year	(Note 17) \$2,428,551	\$3,448,609	\$2,677,696
(Deficit)/Surplus for the Year from Operations	(864,081)	(573,344)	(12,753)
Acquisition of tangible capital assets	(325,000)	(49,665)	(167,325)
Net (gain) loss on disposal of tangible capital assets	-	-	2,317
Amortization of tangible capital assets	911,756	894,611	945,082
Use of prepaid expenses	-	(80,912)	3,594
Change in Net Financial Assets (Net Debt)	(277,325)	190,690	770,913
Net Financial Assets, End of Year	\$2,151,226	\$3,639,299	\$3,448,609

The accompanying notes and schedules are an integral part of these financial statements.

Southeast College
Consolidated Statement of Cash Flows
For the year ended June 30, 2025

	2025	2024
Operating Activities		
(Deficit) Surplus for the year from operations	\$(573,344)	\$(12,753)
Non-cash items included in deficit		
Amortization of tangible capital assets	894,611	945,082
Net loss (gain) on disposal of tangible capital assets	-	2,317
Changes in non-cash working capital		
(Increase) Decrease in accounts receivable	(60,747)	(407,666)
(Increase) Decrease in inventories for resale	15,798	(17,535)
Increase (Decrease) in accrued salaries and benefits	(340,256)	358,808
Increase (Decrease) in accounts payable and accrued liabilities	305,027	38,596
Increase (Decrease) in deferred revenue	(298,057)	210,681
Increase (Decrease) in liability for employee future benefits	9,400	18,100
Decrease Increase) in prepaid expenses	(80,912)	3,594
Surplus (Deficit) for the year from operations	(128,480)	1,139,224
Capital Activities		
Cash used to acquire tangible capital assets	(49,665)	(167,325)
Cash Used by Capital Activities	(49,665)	(167,325)
Investing Activities		
Cash used to acquire portfolio investments	(1,455)	-
Proceeds from disposal of portfolio investments	-	1,915
Cash (Used in) Provided by Investing Activities	(1,455)	1,915
Net change in cash and cash equivalents during the year	(179,600)	973,814
Cash and Cash Equivalents, Beginning of Year	4,682,078	3,708,264
Cash and Cash Equivalents, End of Year (Note 3)	\$4,502,478	\$4,682,078

The accompanying notes and schedules are an integral part of these financial statements.

Notes to the Consolidated Financial Statements

For the year ended June 30, 2025

1. Purpose and authority

Southeast College ("the College") offers educational services and programs under the authority of Section 14 of *The Regional Colleges Act*. The College Board plays an integral part in strategic direction and management guidance.

The purpose of the College is to provide credit and non-credit classroom and vocational training to meet the needs of regional constituents and industry. Southeast College is a registered charity and therefore exempt from the payment of income tax.

These consolidated financial statements include the College as well as the Southeast College Education Foundation Inc., a non-profit entity founded to develop and diversify resources for education in southeast Saskatchewan.

2. Summary of significant accounting policies

As a government not-for-profit organization, the College prepared these consolidated financial statements in accordance with Canadian public sector accounting standards for government reporting entities. The accounting standards followed for government not-for-profit organizations are the Canadian Chartered Professional Accountants (CPA Canada) Public Sector Accounting (PSA) Handbook.

(a) College Reporting Entity

The consolidated financial statements include all of the assets, liabilities, revenues and expenses of the College reporting entity.

Controlled organizations that have been included using the full consolidation method include the Southeast Education Foundation Inc. All significant intercompany transactions and balances have been eliminated upon consolidation.

(b) Measurement Uncertainty and the Use of Estimates

The preparation of consolidated financial statements in conformity with PSA standards requires management to make estimates and assumptions that affect the reported amount of assets and liabilities, disclosure of contingent assets and liabilities at the date of the consolidated financial statements, and the reported amounts of revenues and expenses during the year. Uncertainty in the determination of the amount at which an item is recognized or disclosed in financial statements is known as measurement uncertainty. Such uncertainty exists when there is a variance between the recognized or disclosed amount and another reasonably possible amount.

Measurement uncertainty that may be material to these consolidated financial statements exists for:

- The liability for employee future benefits of \$257,100 (June 30, 2024 - \$247,700) because actual experience may differ significantly from actuarial or historical estimations and assumptions
- Accounts receivable are stated after evaluation as to their collectability and an appropriate allowance for doubtful accounts is provided where considered necessary
- Provisions are made for slow moving and obsolete inventory for resale
- Amortization is based on the estimated useful lives of tangible capital assets

These estimates and assumptions are reviewed periodically and, as adjustments become necessary, they are reported in earnings in the periods in which they become known. While best estimates are used for reporting items subject to measurement uncertainty, it is reasonably possible that changes in future conditions, occurring within one fiscal year, could require material changes in the amounts recognized or disclosed.

(c) Valuation of Financial Assets and Liabilities

Financial assets and liabilities create rights and obligations to receive or deliver economic benefits. Financial assets and liabilities include cash and cash equivalents, accounts receivable, portfolio investments, accrued salaries and benefits, future liability for employee benefits, accounts payable and accrued liabilities.

Notes to the Consolidated Financial Statements For the year ended June 30, 2025

Financial assets and liabilities are assigned to one of two measurement categories: fair value, or cost or amortized cost.

i. Fair Value

Fair value measurement applies to portfolio investments in equity instruments that are quoted in an active market.

ii. Cost or Amortized Cost

All other financial assets and financial liabilities are measured at cost or amortized cost. Transaction costs are a component of cost for financial instruments measured using cost or amortized cost. All financial assets and liabilities are measured at amortized cost. Due to their short-term nature, the amortized cost of these instruments approximates their fair value.

(d) Financial Assets

Financial assets are assets that could be used to discharge existing liabilities or finance future operations and are not for consumption in the normal course of operations. Valuation allowances are used where considered necessary to reduce the amounts reported for financial assets to their net realizable value.

Cash and Cash Equivalents consist of cash, bank deposits and highly liquid investments with initial maturity terms of three months or less and held for the purpose of meeting short-term operating cash commitments rather than for investing purposes.

Accounts Receivable is shown net of allowance for doubtful accounts to reflect their expected net recoverable value. Valuation allowances are recorded where recovery is considered uncertain. Changes in valuation allowances are recorded in the consolidated statement of operations.

Inventories for Resale consist of textbooks and course materials which are held for sale in the ordinary course of operations and are valued at the lower of cost and net realizable value. Cost is determined by the average cost method. Net realizable value is the estimated selling price in the ordinary course of business.

Portfolio Investments consist of Weyburn Credit Union shares, Prairie Sky Co-op equity and Southern Plains Co-op equity. These investments are reported at cost or amortized cost and include associated transaction costs upon initial recognition, less any write-downs for a loss in value that is other than a temporary decline. Gains and losses on financial instruments measured at cost or amortized cost are recognized in the consolidated statement of operations in the period the gain or loss occurs.

(e) Liabilities

Liabilities are present obligations arising from transactions and events occurring prior to year-end, which will be satisfied in the future through the use of assets or another form of economic settlement.

Accrued salaries and benefits represents salaries and benefits owing to or on behalf of work performed by employees, but not yet paid, at the end of the fiscal period. Amounts are payable within one year.

Accounts payable and accrued liabilities include accounts payable and accrued liabilities owing to third parties for goods supplied and services rendered, but not yet paid, at the end of the fiscal period. Amounts are payable within one year.

Deferred revenue from government transfers represents restricted grants with stipulations that give rise to a liability. The revenue is recognized as the stipulation liabilities are settled. Deferred revenue from non-government sources represents revenue related to fees or services received in advance of the fee being earned or the services being performed, and other contributions for which the contributor has placed restrictions on the use

Notes to the Consolidated Financial Statements For the year ended June 30, 2025

of the resources. Tuition and fee revenue is recognized as the course is delivered, revenue from contractual services is recognized as the services are delivered, and revenue from other contributions is recognized in the fiscal year in which the resources are used for the purpose specified.

Liability for employee future benefits represents non-vesting sick leave benefits that accrue to the College's employees. The cost of these benefits is recorded as the benefits are earned by employees. The liability relating to these benefits is actuarially determined using the projected benefit method pro-rated on service and management's best estimate of expected sick leave usage, discount rate, inflation, salary escalation, termination and retirement rates and mortality. Actuarial gains and losses are amortized on a straight line basis over the expected average remaining service life of the related employee groups. Actuarial valuations are performed periodically. Extrapolations of these valuations are made when a valuation is not done in the current fiscal year.

(f) Non-Financial Assets

Non-financial assets are assets held for consumption in the provision of services. These assets do not normally provide resources to discharge the liabilities of the College unless they are sold.

Tangible capital assets have useful lives extending beyond the accounting period, are used by the College to provide services to the public and are not intended for sale in the ordinary course of operations. Tangible capital assets are recorded at cost and include all costs directly attributable to the acquisition, design, construction, development, installation and betterment of the tangible capital asset.

The cost of depreciable tangible capital assets, net of any residual value, is amortized on a straight-line basis over their estimated useful lives as follows:

Buildings	20-50 years
Buildings under capital lease	50 years
Office furniture	10 years
Program equipment and office equipment	5 years
Computer hardware and systems software	3 years
Leasehold improvements	Term of lease or useful life

When a capital asset no longer has any long-term service potential to the College, the excess of its net carrying amount over any residual value will be recognized as an expense in the statement of operations. Write-offs are accounted for as expenses in the consolidated statement of operations.

The Buildings under capital lease category was created in 2016 to account for the new Weyburn campus building. Although the property is legally owned by the South East Cornerstone School Division, the 50-year rental agreement between the College and the School Division transfers the long term economic benefit of the property to the College. Therefore, the property is treated as a tangible capital asset of the College.

Prepaid Expenses are prepaid amounts for rent, payroll remittances, marketing and promotional materials and other goods and services which will provide economic benefits in one or more future periods. The prepaid amount is recognized as an expense in the year the goods or services are consumed.

(g) Employee Pension Plans

Employees of the College participate in the following pension plans:

Multi-Employer Defined Benefit Plans

Notes to the Consolidated Financial Statements

For the year ended June 30, 2025

The College's teachers and other employees holding a teaching certificate participate in either the Saskatchewan Teachers' Retirement Plan (STRP) or Saskatchewan Teachers' Superannuation Plan (STSP). The College's obligation for these plans is limited to collecting and remitting contributions of the employees at rates determined by the plans.

Defined Contribution Plans

The College's other employees participate in a defined contribution pension plan through Canada Life. The College's contributions to the plan are expensed when due.

(h) Liability for contaminated sites

Contaminated sites are a result of a chemical, organic, radioactive material or live organism that exceeds an environmental standard, being introduced into the soil, water, or sediment. It does not include airborne contaminants. The College recognizes a liability for remediation of contaminated sites when all the following criteria have been met:

- An environmental standard exists,
- There is evidence that contamination exceeds an environmental standard,
- The institution is directly responsible or accepts responsibility for the contamination,
- It is expected that future economic benefits will be given up, and
- A reasonable estimate of the amount can be made.

A liability for a contaminated site may arise from operations that are either considered in productive use or no longer in productive use when environmental standards are exceeded. It will also arise when an unexpected event occurs resulting in contamination that exceeds an environmental standard. Costs directly attributable to remediation activities would be included in the estimate of a liability and would include post-remediation operation, maintenance and monitoring costs that are an integral part of the remediation strategy for a contaminated site. Professional expertise would be relied on to estimate the liability.

(i) Contingent liabilities

Contingent liabilities are potential liabilities which may become actual liabilities when one or more future events occur or fail to occur. To the extent that the future event is likely to occur, and a reasonable estimate of the loss can be made, an estimated liability is accrued and an expense recorded. If the likelihood is not determinable or an amount cannot be reasonably estimated, the contingency is disclosed in the notes to the financial statements.

(j) Asset retirement obligations

The Public Sector Accounting Board (PSAB) issued PS 3280 Asset retirement obligations effective for fiscal years starting on or after April 1, 2022. PSAS 3280 provides guidance on how to account for and report a liability for retirement of a tangible capital asset. The adoption of this standard did not result in the identification of any material asset retirement obligations.

(k) Revenue Transactions

Commencing July 1, 2023, the College adopted PS 3400-Revenue, an accounting standard effective for fiscal years starting on or after April 1, 2023. Specifically, it addresses revenue arising from exchange transactions and unilateral transactions. The adoption of this standard did not have an impact on the College's financial statements.

(l) Funds and reserves in accumulated surplus

Certain amounts of the accumulated operating surplus, as approved by the Board, have been designated for specific future purposes. These

Notes to the Consolidated Financial Statements For the year ended June 30, 2025

internally restricted amounts, or designated assets, are included in the accumulated surplus presented in the consolidated statement of financial position. Accumulated surplus from operations also includes externally restricted contributions for which the contributor has placed restrictions. The College does not maintain separate bank accounts for the designated assets.

(m) Revenue Recognition

Revenues are recorded on the accrual basis. Revenues are recognized in the period in which the transactions or events occurred that gave rise to the revenues, provided the amount to be received can be reasonably estimated and collection is reasonably assured.

The College's major sources of revenue include the following:

i) Government Transfers (Grants)

Grants from governments are considered to be government transfers. Government transfers are recognized as revenues when the transfer is authorized, all eligibility criteria have been met, the amount can be estimated and collection is reasonably assured except when, and to the extent, stipulations by the transferor give rise to an obligation that meets the definition of a liability.

ii) Student Tuition and Fees

Student tuition and fees represent revenues for the programs offered by the College, including credit and non-credit tuition, and non-instructional fees, including graduation and application fees. These revenues are considered exchange transactions and are recognized as revenue when or as the College fulfills its performance obligations for course tuition and non-instructional fees over each academic term. As such, some performance obligations for programs being delivered over the summer are outstanding at June 30, 2025, and therefore a portion of the revenue is deferred.

iii) Sales of services and products

Sales of services and products represent revenues from non-tuition related services and products, including sales of textbooks and salon services. These revenues are considered exchange transactions and are recognized as revenue when or as the College fulfills its performance obligation(s) or transfers control of the promised goods or services to the payor. If a performance obligation is outstanding at June 30, 2025, the remaining revenue is deferred.

iv) Interest Income

Interest is recognized on an accrual basis when it is earned.

v) Other (Non-Government Transfer) Contributions

Unrestricted contributions are recognized as revenue in the year received or in the year the funds are committed to the College if the amount can be reasonably estimated and collection is reasonably assured. Externally restricted contributions are contributions for which the contributor has placed restrictions on the use of the resources. Externally restricted contributions are deferred until those resources are used for the purposes specified, at which time the contributions are recognized as revenue. In-kind contributions are recorded at their fair value when they are received.

(n) Expenses

Expenses are reported on an accrual basis. The cost of all goods consumed and services received during the year is expensed as incurred.

(o) Expense by function

The College uses the following categories of functions for its statement of operations:

Notes to the Consolidated Financial Statements For the year ended June 30, 2025

General

Includes expenses for institutional support, including executive management, communications, insurance, information technology, facility operations and maintenance costs for equipment and buildings.

Skills training

Includes expenses incurred in the provision of skills training programs, including costs associated with instruction, equipment, facility rentals, and operating expenses such as materials and supplies. Skills training programs include post-secondary studies that provide graduates with credentials recognized by employers, thus providing enhanced access to the labour market. This programming also includes short-term certificate courses and programs that provide specific skills for the workplace.

Basic education

Includes expenses incurred in the provision of basic education programs, including costs associated with instruction, equipment, facility rentals, and operating expenses such as materials and supplies. Basic education programs are preparatory in nature and include English language learning, high school courses, and essential skills for the workplace, thus providing enhanced entry to the labour market and post-secondary studies.

(p) Services

Includes expenses incurred in the oversight of student services including counselling and other assistance to prospective and enrolled students.

University

Includes expenses incurred in the delivery of university courses.

Scholarships

Includes the provision of scholarships that have been awarded by the College.

(q) New Accounting Policies

New and amended Canadian public sector accounting standards and guidelines have been issued and will become effective as follows:

PS 1202 Financial Statement Presentation (effective July 1, 2026). This responds to the need for understandable financial statements for the public and its elected and appointed representations and replaces Section PS 1201, Financial Statement Presentation.

The Public Sector Accounting Board's (PSAB) Conceptual Framework for Financial Reporting in the Public Sector replaces the conceptual aspects of Section PS 1000, Financial Statement Concepts, and Section PS 1100, Financial Statement Objectives.

3. Cash and cash equivalents

	June 30 2025	June 30 2024
Cash and cash equivalents – Southeast College	\$4,326,716	\$4,428,334
Cash and cash equivalents – Southeast Education Foundation Inc.	175,762	253,744
	\$4,502,478	\$4,682,078

Notes to the Consolidated Financial Statements
For the year ended June 30, 2025

4. Accounts receivable

All accounts receivable presented on the consolidated statement of financial position are net of any valuation allowances for doubtful accounts.

	June 30 2025	June 30 2024
Provincial government		
Other	\$708,201	\$351,823
Federal government	164,253	111,483
Other receivables	153,903	499,076
	<hr/>	<hr/>
Less: Allowance for doubtful accounts	1,026,357	962,382
	(8,346)	(5,118)
	<hr/>	<hr/>
	\$1,018,011	\$957,264

5. Inventories for resale

	June 30 2025	June 30 2024
Textbook and course materials	\$30,165	\$45,963
	<hr/>	<hr/>
	\$30,165	\$45,963

6. Portfolio investments

All investments are reported at acquisition cost which is equivalent to fair market value on June 30.

	June 30 2025	June 30 2024
Weyburn Credit Union – member ownership account	\$20,726	\$20,726
Southern Plains Co-operative Ltd. – equity	2,357	2,289
Prairie Sky Co-operative Association Ltd. – equity	400	400
Moosomin Conexus Credit Union – share account	-	8
Weyburn Credit Union – share account	3,235	1,835
Affinity Credit Union – share account	-	5
	<hr/>	<hr/>
	\$26,718	\$25,263

7. Bank indebtedness

Bank indebtedness consists of a demand operating line of credit with a maximum borrowing limit of \$45,000 that bears interest at the Bank prime rate. This line of credit is authorized by a borrowing resolution of the Board and is unsecured. The line of credit was approved by the Minister of Advanced Education. The balance drawn on the line of credit on June 30, 2025 was \$0 (June 30, 2024 - \$0).

Notes to the Consolidated Financial Statements
For the year ended June 30, 2025

8. Accrued salaries and benefits

	June 30 2025	June 30 2024
Accrued vacation pay	\$317,948	\$259,731
Accrued salaries	34,452	21,996
Accrued employee benefits	2,595	2,293
Accrued retroactive pay	-	362,200
Accrued benefits on retroactive pay	-	49,031
	\$354,995	\$695,251

9. Accounts payable and accrued liabilities

	June 30 2025	June 30 2024
Trade accounts payable and accrued liabilities	\$772,735	\$467,706
	\$772,735	\$467,706

10. Deferred revenue

Deferred tuition, fees, and revenue coupons represent amounts for academic services to be provided in future periods, from non-government transfer sources.

	June 30 2025	June 30 2024
Tuition and fees	\$553,243	\$850,861
Deferred revenue coupons	-	439
	\$553,243	\$851,300

Notes to the Consolidated Financial Statements
For the year ended June 30, 2025

11. Liability for employee future benefits

The College provides certain post-employment, compensated absence and termination benefits to its employees. These benefits include accumulating non-vested sick leave. The liability associated with these benefits is calculated as the present value of expected future payments pro-rated for service and is recorded as Liability for Employee Future Benefits in the consolidated statement of financial position. The last valuation date was June 30, 2025.

Details of the employee future benefits are as follows:

	June 30, 2025	June 30, 2024
	(extrapolation)	(extrapolation)
Actuarial extrapolation (valuation)		
Long-term assumptions used		
Salary escalation rate (5)	2.5%	2.5%
Discount rate (percentage)	3.5%	3.9%
Expected average remaining service life (years)	8.9	10.8
Liability for employee future benefits		
Accrued benefit obligation – beginning of year	\$240,700	\$224,400
Valuation effect	(74,700)	-
Current period benefit cost	40,200	42,800
Interest cost	6,500	8,900
Benefit payments	(39,000)	(35,400)
(Gain) loss on accrued benefit obligation	3,000	-
Accrued benefit obligation – end of year	176,700	240,700
Unamortized net actuarial gains/losses	80,400	7,000
	\$257,100	\$247,700

	Year-ended June 30, 2025	Year-ended June 30, 2024
Employee future benefits expense		
Current period benefit cost	\$40,200	\$42,800
Amortization of net actuarial gain/loss	1,700	1,800
Benefit cost	41,900	44,600
Interest cost on unfunded employee future benefit obligation	6,500	8,900
	\$48,400	\$53,500

12. Financial risk management

The College is exposed to financial risks from its financial assets and liabilities. These risks include credit risk, liquidity risk and market risk (consisting of interest rate risk and foreign currency risk).

(a) Credit risk

Credit risk to the College arises from potential non-collection of accounts receivable. The credit risk related to the College's receivables from the provincial government, federal government and their agencies is considered to be minimal. For other receivables, the College has adopted credit policies which include monitoring the aged accounts receivable report monthly. The College does not have a significant exposure to any individual customer. Management reviews accounts receivable on a case-by-case basis to determine if a valuation allowance is necessary to reflect an impairment in collectability.

Notes to the Consolidated Financial Statements
For the year ended June 30, 2025

The aging of accounts receivable at June 30, 2025 and June 30, 2024 was:

	June 30, 2025		June 30, 2024	
	Accounts Receivable	Allowance for Doubtful Accounts	Accounts Receivable	Allowance for Doubtful Accounts
Current	\$141,536		\$134,923	
31-60 days	-		189,807	
61-90 days	3,986		88,008	
Over 90 days	8,381	8,346	71,738	\$5,118
Government receivables	872,454		477,906	
Total	\$1,026,357	8,346	\$962,382	\$5,118
Net		\$1,018,011		\$957,264

(b) Liquidity risk

Liquidity risk is the risk that the College will not be able to meet its financial obligations as they come due. The College manages liquidity risk by maintaining adequate cash balances, preparing annual budgets and adjusting forecasts on a quarterly basis. The College maintains a short-term line of credit that is designed to ensure that funds are available to meet current and forecasted financial requirements in the most cost-effective manner. At June 30, 2025, the College had committed borrowing facilities of \$45,000 (2024 – \$45,000), none of which been drawn (2024 – not drawn).

The following table sets out the contractual maturities of the College's financial liabilities:

	June 30, 2025			June 30, 2024		
	Within 6 months	6 months to 1 year	Total	Within 6 months	6 months to 1 year	Total
Accrued salaries and benefits	\$196,021	\$158,974	\$354,995	\$565,385	\$129,866	\$695,251
Accounts payable and accrued liabilities	772,735		772,735	467,706		467,706
Total	\$ 968,756	\$158,974	\$1,127,730	\$1,033,091	\$129,866	\$1,162,957

Notes to the Consolidated Financial Statements
For the year ended June 30, 2025

(c) Market risk

The College is exposed to market risks with respect to interest rates, as follows:

Interest rate risk:

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. The College's interest rate exposure relates to cash and cash equivalents. The College has an authorized bank line of credit of \$45,000 with interest payable monthly at a rate of prime. Changes in the bank's prime rate can cause fluctuation in interest payments and cash flows. There was no balance outstanding on this credit facility as of June 30, 2025 (June 30, 2024 - \$0).

The College minimizes these risks by:

- holding cash in an account at a Canadian bank, denominated in Canadian currency.
- holding cash in an account at a Canadian bank, which offers competitive interest rates.
- managing cash flows to minimize utilization of its bank line of credit.

13. Tangible capital assets

	Buildings					2025	2024
	Buildings	under capital lease	Furniture and equipment	Computer hardware	Leasehold improvements		
Cost							
Start of year	\$15,394,758	\$14,984,671	\$1,877,279	\$91,005	\$115,286	\$32,462,999	\$32,299,536
Additions	-	-	49,665	-	-	49,665	167,325
Write-offs/disposals	-	-	-	-	-	-	(3,862)
End of year	<u>\$15,394,758</u>	<u>\$14,984,671</u>	<u>\$1,926,944</u>	<u>\$91,005</u>	<u>\$115,286</u>	<u>\$32,512,664</u>	<u>\$32,462,999</u>
Amortization							
Start of year	\$6,134,291	\$2,697,240	\$1,394,868	\$73,329	\$86,465	\$10,386,193	\$9,442,656
Amortization	269,481	299,693	278,939	17,676	28,821	894,611	945,082
Write-offs/disposals	-	-	-	-	-	-	(1,545)
End of year	<u>\$6,403,772</u>	<u>\$2,996,933</u>	<u>\$1,673,807</u>	<u>\$91,005</u>	<u>\$115,286</u>	<u>\$11,280,804</u>	<u>\$10,386,193</u>
Net Book Value							
Start of year	\$9,260,467	\$12,287,431	\$482,410	\$17,676	\$28,822	\$22,076,805	\$22,856,880
End of year	<u>8,990,986</u>	<u>11,987,738</u>	<u>253,136</u>	<u>-</u>	<u>-</u>	<u>21,231,860</u>	<u>22,076,805</u>
Change	<u>(\$269,481)</u>	<u>(\$299,693)</u>	<u>(\$229,274)</u>	<u>(\$17,676)</u>	<u>(\$28,822)</u>	<u>(\$844,945)</u>	<u>(\$780,075)</u>

Notes to the Consolidated Financial Statements
For the year ended June 30, 2025

Disposals

	Buildings under capital lease					2025	2024
	Buildings		Furniture and equipment	Computer hardware	Leasehold improvements		
Historical cost	-	-	-	-	-	-	\$3,862
Accumulated amortization	-	-	-	-	-	-	1,545
Net Cost	-	-	-	-	-	-	2,317
Price of Sale	-	-	-	-	-	-	-
Gain (loss) on disposal	-	-	-	-	-	-	\$(2,317)

Write-offs of capital assets

When a capital asset no longer has any long-term service potential to the College, it may be written-off. Any residual value will be recorded as an expense.

Disposal of a capital asset

On disposal of a capital asset, whether by sale, destruction, loss, abandonment or expropriation, the difference between the net proceeds on disposal and the net carrying amount is recognized in the statement of operations.

14. Prepaid expenses

	June 30 2025	June 30 2024
Other	\$67,734	\$90,676
Rent	22,281	10,494
Payroll remittances	32,550	21,770
Insurance	102,497	21,210
Marketing & promotion items	10,172	10,172
Program supplies	835	835
	\$236,069	\$155,157

Notes to the Consolidated Financial Statements
For the year ended June 30, 2025

15. Accumulated surplus

Accumulated surplus represents the financial assets and non-financial assets of the College less liabilities. This represents the accumulated balance of net surplus arising from the operations of the College and accumulated net remeasurement gains and losses.

The College does not have any remeasurement gains or losses, therefore a statement of remeasurement gains and losses has not been prepared.

Details of accumulated surplus are as follows:

	June 30 2024	Additions during the year	Reductions during the year	June 30 2025
Invested in tangible capital assets:				
Net book value of tangible capital assets	\$22,076,805	\$49,665	\$894,611	\$21,231,860
	22,076,805	49,665	894,611	21,231,860
Designated Assets				
Internally restricted - College				
Asset renewal and revitalization fund	840,262	-	62,950	777,312
Programming funds - various	120,572	-	-	120,572
Research and development fund	208,278	-	-	208,278
Strategic enrolment management fund	31,215	-	-	31,215
	1,200,328	-	62,950	1,137,377
Externally restricted - College				
Indian Head environmental fund	57,856	55,000	16,436	96,420
Preventive maintenance and renewal fund	43,179	253,000	28,461	267,718
HHRAP equipment	24,832	-	-	24,832
Programming fund				
Skills Training Allocation	417,751	1,433,000	1,603,866	246,886
Adult Basic Education	499,021	1,140,000	896,154	742,867
Adult English as a Second Language	52,742	105,000	102,670	55,072
Essential Skills for the Workplace	399,366	200,000	188,477	410,890
	1,494,747	3,186,000	2,836,062	1,844,686
Other - Foundation				
Scholarship Fund	160,424	30,890	-	191,314
Special Purpose Fund	18,156	4,000	-	22,156
	178,580	34,890	-	213,470
Unrestricted operating surplus	730,113	-	50,278	679,835
Total accumulated surplus	\$25,680,573	\$3,270,555	\$3,843,901	\$25,107,228

Notes to the Consolidated Financial Statements For the year ended June 30, 2025

Internally restricted surplus represents amounts set aside by the College's Board of Governors for specific purposes. Those amounts are not available for other purposes without the approval of the Board and do not have interest allocated to them.

Externally restricted surplus arises when an external party places restrictions on funds they provided to the College. All of the externally restricted funds currently held by the College are the result of provincial funding for specific activities that have not yet taken place.

The purpose and nature of each Designated Asset is as follows:

- a) Asset renewal and revitalization fund – for stewardship of the capital assets of the College, including but not limited to facilities, vehicles, information technology, and equipment/furniture.
- b) Programming funds (internally restricted) – amounts remaining from various prior projects.
- c) Research and Development Fund –finances research and development (R&D) projects
- d) Strategic Enrolment Management Fund – provide financing for developing and implementing a Strategic Enrolment Management plan
- e) Indian Head Environmental Fund - provide financing for environmental testing at the Indian Head facility.
- f) Programming Fund (externally restricted) – funding for specified programming activities
- g) Preventative Maintenance and Renewal Fund – Government funding for specified projects related to maintenance of capital assets.
- h) *HHRAP Equipment* – funding provided for equipment with expanded provision for health programs as part of the Saskatchewan government *Health Human Resources Action Plan*
- i) Scholarship Fund –provide scholarships to students.
- j) Special Purpose Fund – funds available to support student success.

16. Contingencies

In 2010, during renovations at the Indian Head campus that included excavating the soil around the basement wall, petroleum hydrocarbon odor was observed. A professional engineering company was consequently engaged to do a Phase II Environmental Site Assessment (ESA) that included the installation of four monitoring wells. Tests of soil and groundwater confirmed the presence of petroleum hydrocarbon (PHC) above the applicable criteria. Borehole drilling completed subsequently identified the source of the PHC's was likely the adjacent property, also owned by the College. It was determined that prior to the College acquisition of that property there had been a gas station with underground fuel storage tanks. A hydrovac was used to complete 11 holes on the north side of the site, where tanks would have been located but none were encountered, indicating they had been previously removed.

The College was unaware of the previous land use or the impacts present when it purchased the property. In 2011 a Corrective Action Plan was submitted to the Ministry of the Environment, requesting the site be monitored for natural attenuation and that the College would not complete any remediation works as they did not cause the impacts. The Ministry approved the Corrective Action Plan.

Groundwater at the site is monitored and sampled on an annual basis. There has been no significant decline in PHC concentrations in the groundwater since testing commenced in 2011.

Additional boreholes were completed in 2019 and soil and groundwater samples collected. The assessment confirmed concentrations of PHC's exceeding Saskatchewan Discharge and Discovery Standard Table 2 Reportable concentrations and applicable Saskatchewan Environmental Quality Guidelines. A Historical Discovery form was completed and submitted to the Ministry whose response required the College notify any and all potentially impacted third party landowners. These communications were issued.

In 2020, on recommendation from the professional engineering company engaged to do annual testing, a Human Health and Ecological Risk Assessment (HHERRA) was conducted on the property.

Notes to the Consolidated Financial Statements For the year ended June 30, 2025

Boreholes were again drilled in 2023 and it is anticipated that in the foreseeable future the College will know the full extent of contamination. With that knowledge, the College will work with the government to decide on the scope of remediation and how it might be funded. To date, the government has provided funding for the testing and monitoring that has taken place, including drilling of the boreholes. In May of 2025, the College received remediation options and the estimated costs. Since the College has not committed to a specific remediation option at the time of the preparation of the 2024-25 financial statements, no accrual has been recorded.

17. Budget figures

Budget figures included in the consolidated financial statements have been derived from the budget approved by the Board and the Ministry of Advanced Education.

18. Employee pension plans

Multi-employer defined benefit plans

The Saskatchewan Teachers' Retirement Plan (STRP) is funded by contributions from the participating employee members and the Government of Saskatchewan and provides retirement benefits based on length of service and pensionable earnings. The College's obligation to the STRP is limited to collecting and remitting contributions of the employees at rates determined by the plans. Accordingly, these financial statements do not include any expense for employer contributions to these plans. Net pension assets or liabilities for this plan are not reflected in these financial statements as ultimate responsibility for retirement benefits rests with the Saskatchewan Teachers' Federation.

Details of the contributions to the STRP for the College's employees are as follows:

	2025	2024
Number of active College members	8	8
Member contribution rate (percentage of salary)	10.02%	10.02%
Member contributions for the year	\$75,371	\$59,168

Defined contribution plans

The Canada Life Retirement Savings Plan is funded by a total combined contribution of 12.8% of the employee's annual salary (6.4% employee, 6.4% employer). Pension benefits are based on accumulated contributions and investment earnings. Under the defined contribution plan, the College's obligations are limited to its contributions.

Details of the Canada Life Retirement Savings Plan are as follows:

	2025	2024
Number of active College members	146	159
Member contribution rate (percentage of salary)	6.40%	6.40%
College contribution rate	6.40%	6.40%
Member contributions for the year	\$378,476	\$300,367
College contributions for the year	\$345,033	\$289,726

Notes to the Consolidated Financial Statements
For the year ended June 30, 2025

19. Contractual rights

Contractual rights are rights to economic resources arising from contracts or agreements that will result in both an asset and revenue in the future when the terms of those contracts or agreements are met. Estimated amounts that will be received or receivable for each of the next five years and thereafter are as follows:

	Program Delivery
2026	\$2,020,051
2027	329,716
2028	312,245
2029	15,000
2030	25,000
Thereafter	15,000
Total at June 30, 2025	\$2,717,012
Total at June 30, 2024	\$4,144,239

20. Contractual obligations and commitments

The College has contractual obligations that are commitments that result in both liabilities and expenses in the future when the terms of the contracts or agreements are met. The estimated aggregate amount payable for the unexpired terms of these contractual obligations are as follows:

	Property Leases	Service Contracts	Total
2026	\$224,815	\$196,329	\$421,145
2027	120,507	69,864	190,371
2028	120,507	24,936	145,443
2029	120,507	6,040	126,547
2030	120,507	6,040	126,547
Thereafter	120,507	6,040	126,547
Total at June 30, 2025	\$827,349	\$309,250	\$1,136,599
Total at June 30, 2024	\$870,855	\$370,771	\$1,241,625

21. Related parties

The College is a related party with organizations within the Government of Saskatchewan reporting entity, including organizations such as ministries, Crown corporations, public agencies, school boards, other government-funded post-secondary institutions and the health authority. Key management personnel and the Board of Governors of the College and their close family members are also considered related parties. The College may enter into arm's length transactions with these entities and individuals.

During the year the College occupied space provided by related parties, including an operating lease with one school district and a capital lease (Note 13) with another school district. These costs do not differ from values that would have been recorded if the parties were at arm's length. The College receives revenue from the Ministry of Education as directed through a School Division to cover fees for students deemed "Under 22" who are enrolled in basic education programming.

Notes to the Consolidated Financial Statements
For the year ended June 30, 2025

The College receives long distance telephone services from SaskTel, a related party, at reduced rates available to Government agencies. The Government of Saskatchewan pays the annual membership fee of \$10,000 on behalf of the College to the Saskatchewan Research Network that provides cybersecurity and shared procurement services. The Government is also paying for the implementation of a Higher Education Enterprise Resource Planning Project Services that is being managed by Carlton Trail College, also a related party. The Government has committed to provide the funding to cover the project implementation, licensing cost and service expenses based on consumption up to the total amount of \$8.34 million. The project outcome will be enterprise resource planning services made available to several post-secondary institutions. The College is also sharing the cost of a project manager for this project.

Southeast College
Consolidated Statement of Revenues and Expenses by Function and Object
For the year ended June 30, 2025

Schedule 1

	2025 Actual						
	Skills Training			Basic Education		Services	
	General	Credit	Non-credit	Credit	Non-credit	Learner Support	Counsel
Revenues (Schedule 2)							
Provincial government	\$4,951,600	\$1,936,041	-	\$1,239,946	\$305,000	-	-
Federal government	-	-	1,820	-	333,382	-	-
Other	678,019	2,635,984	151,500	-	-	-	-
	5,629,619	4,572,025	153,320	1,239,946	638,382	-	-
Expenses (Schedule 3)							
Agency contracts	4,459	667,308	40,540	279	15,665	-	-
Amortization	894,611	-	-	-	-	-	-
Equipment	66,565	2,280	-	598	2,600	-	-
Facilities	495,406	204,960	-	21,840	26,205	-	-
Information technology	238,219	11,232	1,035	1,535	-	-	-
Operating	1,061,256	432,282	76,105	88,638	38,737	-	12,269
Personal services	3,632,400	2,983,807	318,599	784,442	541,321	-	178,337
	6,392,916	4,301,870	436,279	897,332	624,528	-	190,606
Surplus (Deficit) for the year	\$(763,297)	\$270,155	\$(282,959)	\$342,614	\$13,854	-	\$(190,606)

Southeast College
Consolidated Statement of Revenues and Expenses by Function and Object
For the year ended June 30, 2025

Schedule 1 continued

	2025 Actual			2025 Budget	2024 Actual
	University	Scholarships	Total		
Revenues (Schedule 2)					
Provincial government	-	\$47,900	\$8,480,487	\$7,349,104	\$8,088,540
Federal government		-	335,202	349,083	382,803
Other	\$56,107	80,233	3,601,843	4,714,062	3,958,901
	56,107	128,133	12,417,532	12,412,249	12,430,244
Expenses (Schedule 3)					
Agency contracts	4,402	-	732,653	637,068	899,178
Amortization	-	-	894,611	911,756	945,082
Equipment	48,684	-	120,729	(32,526)	222,020
Facilities	-	-	748,412	819,208	656,070
Information technology	-	-	252,021	175,800	204,580
Operating	93	94,165	1,803,544	2,243,160	1,733,737
Personal services	-	-	8,438,906	8,521,864	7,782,329
	53,180	94,165	12,990,876	13,276,331	12,442,996
Surplus (Deficit) for the year		\$2,927	\$33,968	\$(573,344)	\$(864,081)
					\$(12,753)

Southeast College
Consolidated Statement of Revenues by Function and Object
For the year ended June 30, 2025

Schedule 2

	2025 Actual				
	General	Skills Training		Basic Education	
		Credit	Non-credit	Credit	Non-credit
Provincial Government					
Advanced Education/ Immigration & Career Training					
Operating grants	\$4,568,400	-	-	-	-
Program grants	5,569	\$1,433,000	-	\$1,140,000	\$305,000
Capital grants	335,500	-	-	-	-
	4,909,469	1,433,000	-	1,140,000	305,000
Contracts	-	-	-	-	-
	-	-	-	-	-
Other provincial	42,131	503,041	-	99,946	-
Total provincial	4,951,600	1,936,041	-	1,239,946	305,000
Federal Government					
Program grants	-	-	-	-	333,382
Projects	-	-	-	-	-
Other federal			1,820		
Total federal	-	-	1,820	-	333,382
Other Revenue					
Contracts	159,167	1,121,173	56,035	-	-
Interest	185,832	-	-	-	-
Rents	12,030	-	-	-	-
Resale items	-	92,110	5,790	-	-
Tuitions	300,632	1,422,701	89,675	-	-
Donations	-	-	-	-	-
Other	20,358	-	-	-	-
Total other	720,150	2,635,984	151,500	-	-
Total Revenues	\$5,629,619	\$4,572,025	\$153,320	\$1,239,946	\$638,382

Southeast College
Consolidated Statement of Revenues by Function and Object
For the year ended June 30, 2025

Schedule 2 continued

	2025 Actual			2024	
	University	Scholarships	Total		Budget
Provincial Government					
Advanced Education/					
Immigration & Career Training					
Operating grants	-	-	\$4,568,400	3,972,450	\$3,966,800
Program grants	-	\$47,900	2,931,469	3,092,900	3,454,600
Capital grants	-	-	335,500	170,000	195,000
		47,900	7,835,369	7,235,350	7,616,400
Contracts	-	-			-
		47,900	7,835,369	7,235,350	7,616,400
Other provincial	-	-	645,118	113,754	467,846
Total provincial	-	47,900	8,480,487	7,349,104	8,084,246
Federal Government					
Program grants	-	-	333,382	349,083	387,097
Projects	-	-	-	-	-
Other federal			1,820		
Total federal	-	-	335,202	349,083	387,097
Other Revenue					
Contracts	\$56,107	-	1,392,482	1,873,439	1,306,052
Interest	-	18	185,850	202,000	229,994
Rents	-	-	12,030	9,665	11,855
Resale items	-	-	97,899	215,603	201,555
Tuitions	-	-	1,813,008	2,125,332	2,099,156
Donations	-	63,628	63,628	30,481	70,337
Other	-	16,587	36,946	257,542	39,952
Total other	56,107	80,233	3,601,843	4,714,062	3,958,901
Total Revenues	\$56,107	\$128,133	\$12,417,532	\$12,412,249	\$12,430,244

Southeast College
Consolidated Statement of Expenses by Function and Object
For the year ended June 30, 2025

Schedule 3 continued

	2025 Actual			2025 Budget	2024 Actual
	University	Scholarships	Total		
Agency contracts					
Contracts	-	-	\$487,069	\$416,532	\$432,490
Instructors	4,402	-	245,584	220,536	466,688
	4,402	-	732,653	637,068	899,178
Amortization					
Equipment					
Equipment (non-capital)	-	-	894,611	911,756	945,082
Rental	48,684	-	162,002	150	5,624
Repairs and maintenance	-	-	2,184	6,390	245,374
	-	-	(43,458)	(39,066)	(28,978)
	48,684	-	120,729	(32,526)	222,020
Facilities					
Janitorial	-	-	38,052	16,249	12,001
Rental	-	-	315,615	387,691	305,278
Repairs & maintenance (buildings)	-	-	279,021	295,881	231,011
Utilities	-	-	115,724	119,388	107,781
	-	-	748,412	819,208	656,071
Information technology					
Computer services	-	-	92,034	80,674	97,548
Data communications	-	-	2,528	3,164	2,941
Equipment (non-capital)	-	-	78,125	9,300	40,809
Repairs & maintenance (buildings)	-	-	-	1,400	1,609
Software (non-capital)	-	-	79,334	81,262	61,673
	-	-	252,021	175,800	204,580
Operating					
Advertising	-	-	224,934	212,274	240,497
Association fees & dues	-	-	28,575	47,331	21,385
Bad debts	-	1,680	15,242	24	168
Financial services	-	586	27,814	26,910	40,139
In-service (includes PD)	-	-	80,348	159,290	109,795
Insurance	-	-	170,438	137,379	148,330
Materials & supplies	-	-	241,589	202,000	239,697
Postage, freight & courier	-	-	14,291	22,389	14,368
Printing & copying	-	-	45,840	24,874	47,757
Professional services	-	-	396,253	665,898	282,992
Resale items	-	-	169,111	204,174	170,520
Subscriptions	-	-	14,157	41,788	13,671
Telephone & fax	-	-	41,374	36,775	40,191
Travel	93	-	206,570	360,838	230,307
Other		91,900	127,010	101,217	133,920
	93	94,166	1,803,544	2,243,160	1,733,737
Personal Services					
Employee benefits	-	-	1,024,391	1,107,785	964,941
Honoraria	-	-	16,310	21,831	28,194
Salaries	-	-	7,288,773	7,410,615	6,724,305
Other	-	-	109,432	(18,367)	64,889
	-	-	8,438,906	8,521,864	7,782,329
Total Expenses	53,179	\$94,166	\$12,990,876	\$13,276,331	\$12,442,997

PERSONAL SERVICE LISTING

Listed are individuals (including unionized employees) who received \$50,000 or more for salaries, wages, honorariums, and compensation for

NAME	TOTAL PERSONAL SERVICE AMOUNT	NAME	TOTAL PERSONAL SERVICE AMOUNT	NAME	TOTAL PERSONAL SERVICE AMOUNT
Agnithotri, Chandan CA	\$66,466.10	Hoffart, Gregory	\$95,625.00	Murray, Heather	\$101,176.54
Anwender, Sadie	\$66,537.21	Holzmiller, Jody	\$170,932.07	Mustatia, Stacey	\$83,436.02
Billington, Faye	\$98,282.14	Johns, Crystal	\$53,191.42	Onrait, Sheena	\$137,540.23
Blanke, Gary	\$138,402.77	Keeley, Krista	\$130,502.49	Penfold Baer, Bethan	\$96,704.09
Boehm, Doug	\$135,200.48	Knoblauch, Laura	\$54,728.23	Poirier, Sherlyn	\$63,848.63
Bohnert, Liz	\$68,519.38	Koch, Catherine	\$84,025.03	Pwong Lay, Kin	\$116,274.12
Brady, Crystal	\$90,256.53	Kopp, Belinda	\$70,118.26	Roemer, Joyce	\$114,027.97
Bristow, Wendy	\$83,937.21	Kradovill, Josh	\$141,009.37	Ruep, Jill	\$72,698.54
Burham, Katie	\$94,867.34	Labrash, Karissa	\$78,407.20	Sakhno, Oleksandra	\$85,368.23
Butler, Vanessa	\$174,742.50	Larkin, Steven	\$84,812.87	Sather, Roberta	\$118,742.94
Cyriac, Sebastian	\$75,730.52	Loberg, Gordon Dean	\$144,746.97	Stillwell, Karen	\$51,457.44
Dinsmore, Allison	\$53,191.35	Logel, Jennifer	\$160,518.37	St. Onge, Wade	\$80,597.84
Enns, Miranda	\$57,136.65	Logel, Lyle	\$95,155.05	Sunshine, Basia	\$50,639.17
Forseth, Abbey	\$71,006.28	Lunov, Amy	\$60,169.92	Taylor, Lyn	\$94,771.03
Frank, Donna	\$76,797.95	Maier, Shayla	\$52,662.72	Turner, Daphne	\$81,391.53
Franko, Pamela	\$56,703.44	Mallory, Kelly	\$73,250.98	Willock, Dawn	\$81,344.84
Froese, Jennifer	\$72,621.90	Manko, Meg	\$55,702.99	Young, Scott	\$85,090.44
Gaca-Proszak, Renata	\$84,810.29	Manko-Bauche, Lindsay	\$77,148.25	Total	\$6,194,529
Gamracy, Austin	\$70,764.12	Mantei, Jaycee	\$70,987.86		
Geisel, Melinda	\$89,271.45	Mantei, Melanie	\$87,525.05		
Gorgerat, Jessica	\$108,783.52	Mayer, Rick	\$81,243.50		
Gunnlaugson, Pam	\$90,980.15	McKay, Stuart Leith	\$148,370.31		
Haines, Elise	\$59,867.98	McLeod, Nadine	\$63,881.62		
Harder, Klint	\$96,252.35	McNaughton, Jessica	\$60,410.12		
Hawton, Jennifer	\$80,782.25	Meyer, Chelsea	\$70,220.26		
Hlohovsky Andrist, Tania	\$122,572.38	Murphy, Carolyn	\$55,467.19		



SUPPLIER PAYMENT LISTING

Listed are payees who received \$50,000 or more for the provision of goods and services; including office supplies, communications,

SUPPLIER	TOTAL PERSONAL SERVICE AMOUNT
Big V Holdings	\$95,944
Canada Life	\$688,412
Cochrane, Trudy	\$86,529
Consulab Educatech Inc	\$51,302
HBI Office Plus Inc.	\$66,855
JLP Safety Services	\$77,869
Lexcom Systems Group Inc.	\$97,007
MLT Aikins LLP	\$76,948
Minister of Finance	\$77,311
Sask Education	\$77,311
Sask Polytechnic Moose Jaw Campus	\$25,185
Sask Polytechnic Prince Albert Campus	\$10,266
Sask Polytechnic Regina Campus	\$345,189
Sask Polytechnic Saskatoon Campus	\$2,032
Sask Power	\$19,580

SUPPLIER	TOTAL PERSONAL SERVICE AMOUNT
Sask Power - Estevan	\$42,183
Sask Power - Indian Head	\$2,495
Sask Power - Industrial Park	\$3,270
Sask Power - Moosomin	\$2,973
Sask Power	\$15,991
Sask Teachers Retirement Plan	\$71,166
Saskatchewan Blue Cross	\$268,936
SGEU	\$162,352
South East Cornerstone Public School Division	\$103,057
St. John Ambulance	\$68,229
Stand Up Construction Inc.	\$59,857
Turnbull Excavating Ltd.	\$166,515
Viklean Property Management	\$51,392
Western Financial Group Wey	\$80,973

CAMPUS LOCATIONS

Estevan Campus
532 Bourquin Road
Box 1750, Estevan, SK
S4A 1C8
Tel: 306-634-4795
Fax: 306-637-5225

Indian Head Learning Centre
708 Otterloo Street
Box 248, Indian Head, SK
S0G 2K0
Tel: 1-866-999-7372
Fax: 306-695-2226

Weyburn Campus and Administration Office
633 King Street
Box 1565, Weyburn, SK
S4H 2S5
Tel: 306-848-2500
Fax: 306-848-2517

Whitewood Learning Centre
708 5th Avenue
Box 250, Whitewood, SK
S0G 5C0
Tel: 1-866-999-7372
Fax: 306-735-2999



Toll Free Registration: 1-866-999-7372
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