

ANNUAL REPORT

2025-26

STR8 UP





MISSION STATEMENT

STR8 UP assists individuals in mastering their own destiny and liberating themselves from gangs, addictions & criminal street lifestyles.

PHILOSOPHY

At the heart of the STR8 UP's guiding principles is a member-driven philosophy where members are core to all relations and activities.

VALUES

Honesty, Humility, Accountability.

VISION

Former gang members contributing to a healthy society.

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ABOUT THE COVER

In 2025, Saskatchewan artist and educator Linda Duvall partnered with STR8 UP and the Remail Modern Art Gallery on a public art project titled "This Place Remembers." The project began with a pipe ceremony led by Elder Brian Gamble.

On October 4, STR8 UP members and community volunteers planted 6,000 crocuses throughout Saskatoon. The project sought to acknowledge and honor the untold histories of trauma, loss, pain, and violence that have left lasting marks on the city.

Images from this event and Linda Duvall's site map from the project were used in the cover of this year's annual report. Each red dot on the map indicates a planting site.

STR8 UP BOARD OF DIRECTORS

Dawn Robins
Board Chair

Rodney Nataucappo
Vice Chair

Charlie Clark
Treasurer

Deb Hamp
Secretary/HR Committee Chair

Meghan Durocher
Director

Melissa Naytowhow
Director

Prisca Bravo
Director



On behalf of the Board of Directors of STR8 UP I would like to thank everyone who makes STR8 UP's work possible.

Members, thank you for sharing your lives with us. You have held space for us to learn, welcomed us into your events and activities, and trusted us to make good decisions about what matters to you. We see how hard you work as you continue your healing journeys, and we are humbled by your courage.

I would also like to acknowledge our donors, funders, and community partners for your continued commitment to STR8 UP. Through a time of continued change and growth, you have stood by STR8 UP's side and made this important work possible.

I want to thank you for your belief in the importance of STR8 UP's presence in Prince Albert, Saskatoon, Regina, and in many other communities, and

I invite your continued support on the path ahead.

Over the past year STR8 UP has invested in many necessary improvements and updates to our internal systems and processes. We are now able to collect information that will drive programming based on concrete evidence, and we can all rest easier now that STR8 UP has its forever home, a special place that holds memories of connection, growth, struggle, and transformation for hundreds of Members.

This building can some day be renovated to better suit the needs of staff and members, an investment made possible through an anonymous donor whose generosity will impact Members and their families for many generations to come. We have also made some needed upgrades to vehicles to ensure safe travels and fewer repairs. These investments have made us stronger.

I want to thank our leadership team, Executive Director Dave Shanks, Director of Organizational Development & Strategy Fionncara MacEoin, and Stan Tuinukuafe, Co-Founder and Director of Outreach, for your perseverance and support, as well as all of the management and front-line staff who work hard and show up every day with hope in your hearts.

Thank you for making good things happen.

Dawn Robins, Board Chair



Change is a constant. It shapes the communities we serve, the challenges our members face, and the ways we are called to respond as an organization.

Each year brings new realities and opportunities to learn, new ways to strengthen the work that we do. Throughout the process of transformation, STR8 UP remains grounded in our relationships, our commitment to walking alongside members, and our belief that meaningful change is possible when people are supported with honesty, humility, and accountability.

This year brought important changes and challenges, most significantly, this was the first year STR8 UP did not have the constant presence, wisdom and support of our co-founder Father Andre Poilievre.

The grieving process is also part of the transformational journey that Andre shared with so many STR8 UP members, helpers and individuals in the community. We honour his legacy

by continuing to do the work according to the wisdom he embedded into the organization over the years.

I would like to acknowledge and thank our staff, volunteers and partners for their commitment, patience, compassion, and hard work throughout the year. I would like to particularly thank our funders, who in my short time here at STR8 UP, have consistently demonstrated that providing funding is a form of partnership, and their commitment to ensuring STR8 UP's success moves beyond the historical funder to fund-recipient relationship.

The Community Initiatives Fund, Saskatoon Community Foundation, the Law Foundation of Saskatchewan, and both the provincial and federal governments have not only provided generous financial support to us, but they have also walked alongside us as the organization has been in the process of transformation.

Also, this year, STR8 UP hired a new permanent Executive Director, and developed new roles for

outgoing Interim Co-Executive Directors to continue the process of transformation and succession planning for the organization.

These moments with care, accountability, and a commitment to keeping members at the centre of our decisions. On behalf of STR8 UP's members, Board of Directors, and staff, thank you to our funders, donors, partners, volunteers, and supporters for your trust and commitment over the past year.

As we look ahead, we remain committed to the vision of former gang members contributing to a healthy society and invite you to continue walking alongside us.

Dave Shanks

Executive Director



Over the past few years, we have grappled with the question, “How do you measure transformational relationships?”

This question has been central to the ongoing development of our new and custom-built database. This database has been designed using the language of STR8 UP to reinforce the STR8 UP methodology and approach, and to embed the culture and philosophy into our organizational systems.

This not only supports our onboarding and training strategy, but it also allows us to compare points of contact over time and compare them to movement across STR8 UP's Four Phases of healing (Decision-Making, Transition, Transformation and Stabilization).

Prior to Andre's passing we were able to develop a way to assess growth across the Four Phases. This past year we have piloted that assessment and have partnered with the University of Saskatchewan's Centre for Forensic Studies to work towards improving

and validating the assessment. Over time we will be able to identify trends that will allow us to better analyze the effectiveness of the types of supports offered to members.

As you look through this Annual Report you will notice that we have arranged it according to STR8 UP's Four Pillars of Success: Outreach in Community and Facility, Community Education & Awareness, and Personal and Professional Development.

The new database allows us track case-management and individualized support separately from the group programming and supports we offer. Due to the breadth of the work, we do, and the differences in how we do the work based on the various systems, institutions and communities within which we operate the ability to customize our system will be crucial to tracking long-term impact.

For example, STR8 UP members in Federal Institutions work through twelve months of material from Find Out, Deal with It, Let It Go as part of their commitment to STR8 UP. We

have been able to build this directly into the system so our Helpers can easily keep track of progress and reporting requirements.

We are also collaborating with our partners at GVRs to transfer all data tracking and assessments into our system. Having one central and customized platform creates greater efficiency for frontline helpers, allowing greater focus on relationship building. It also supports our Management and Leadership team by simplifying and streamlining the ability to oversee what is happening across the organization in real time.

Fionncara MacEoin

Director of Organizational Development & Strategy



July 2, 2025, is a significant date for me. It was the day I attended the funeral of my long-time friend and mentor Father André Poilievre.

Although more than a year has passed, I continue to think about him and treasure the memories, lessons, and guidance he gave me. At his funeral, I shared a phrase Father André often used when speaking with members, STR8 UP Helpers, and community members about how we should support individuals.

STR8 UP does not walk in front to lead or behind to direct but walks beside to support.

A common question we hear from community agencies is, "Once you receive a referral, what do you actually do with it?" Usually, the question is about what "services" STR8 UP provides.

While this question is reasonable, focusing primarily on services can change how an agency approaches

the people who come to them for support. When someone is viewed as a "client" who needs a service, helping professionals can lose sight of that individuals' strengths, knowledge, experiences, relationships, and personal agency.

So, what does STR8 UP do when we receive a referral? We begin by listening. We seek to understand the person, their circumstances, their experiences, their "How come?" and what they want for their life. We do not assume that we already know what they need.

At STR8 UP, a referral is not approached as simply a request for services. It is approached as an invitation to begin a relationship. This is what Father André meant by not walking in front to lead or behind to direct.

We cannot do the work of change for another person, nor can we tell them how they should change. We cannot make someone choose sobriety and recovery or, in STR8 UP's language, to become a loving parent, faithful

partner, or responsible citizen. Those changes must come from within the individual. What we can do, is walk beside that individual to support them as they work towards making those changes.

Walking with someone means being present and building relationships based on honesty, humility and accountability. It means listening before speaking, learning before assuming, supporting and encouraging, challenging when necessary, connecting people with resources, and remaining present through both progress and setbacks.

Transformation belongs to the individual. Our role as STR8 UP Helpers is to accompany members through their transformation, not to take charge or take over.

Transformation has a beginning, but it has no end. It is not simply a goal to achieve – it is a way of life.

Father André understood that transformation is relational. People need others who will walk with them,



not simply tell them where to go. His approach reminds us that we have something to offer, but we also have something to learn from the people we serve.

This understanding continues to shape how we approach our work at STR8 UP. "Walk beside" is more than a phrase or slogan, it is a philosophy that guides how we understand people, respond to referrals, build relationships, and support members on their journey of transformation.

Relationship before service.

Humility before expertise.

Accompaniment rather than direction.

This is the approach Father André taught us, and we continue to carry it forward in how we reach out and connect with members.

Sincerely,

Stan Tuinuakafe

Stan Tuinuakafe

Co-Founder & Director of Outreach

STR8 UP'S 10 GUIDING PRINCIPLES

1. It is necessary to offer alternatives to the negative and vicious stereotypes with which they too often have been labelled.
2. Healing of individuals and groups goes hand-in-hand.
3. The journey of healing begins where they find themselves, not where they want to be or are expected to be.
4. Healing comes from within, but it's everyone's responsibility to support it.
5. Healing is a long, difficult, and painful process, full of setbacks, failures and slips.
6. STR8 UP does not duplicate programs and services available within the community.
7. STR8 UP is not battling the active street gang members and does not actively recruit new members.
8. STR8 UP's intervention is accomplished through prevention of gang involvement among the youth within the community.
9. STR8 UP is a Spiritual- based group.
10. It becomes necessary to possess a vision of new changes and new possibilities to begin the healing journey.

OUTREACH in Community & Facility



GVRS Community Intervention Model

During the 2025–2026 fiscal year, the Gang Violence Reduction Strategy (GVRS) and Community Intervention Model (CIM) stakeholders began holding quarterly in-person meetings.

The opportunity for community agencies, government representatives, and correctional partners to come together has reenergized and strengthened our ability to identify

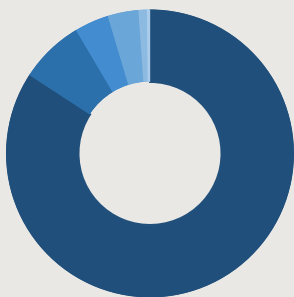
shared action items and new ways to work collaboratively towards our shared goals.

Throughout the year, STR8 UP continued strengthening relationships with correctional institutions across Saskatchewan. Our partnership with the Saskatoon Correctional Centre remained strong, while deeper relationships began developing with the Regina Correctional Centre. We also continued building connections with the Prince Albert Correctional

Centre and Pine Grove Correctional Centre.

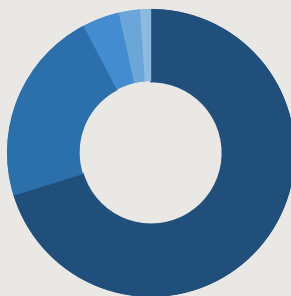
Stronger collaboration with addictions and mental health agencies included Battleford Treatment Centre at Poundmaker's Lodge, and Pine Lodge Addiction Recover in Regina. These relationships help us provide more coordinated support to members reintegrating into communities outside Saskatoon and contribute to smoother, more successful transitions.

RELATIONSHIP BUILDING



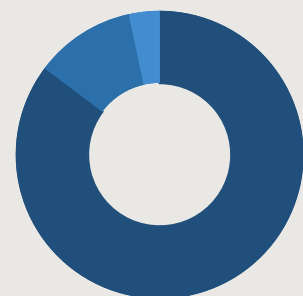
- Member Helper Connection **1071**
- Connecting to Culture **92**
- Transportation **49**
- Connecting to Resources **44**
- Leisure & Recreation **12**
- Connecting to Spirituality **4**

STR8 UP CONDITIONS



- Deal With Your Addictions **118**
- Give Four Years **37**
- Be Honest **7**
- Be Humble **4**
- Drop Your Colours **2**

STR8 UP GOALS



- Be A Responsible Citizen **249**
- Be A Loving Parent **33**
- Be A Faithful Partner **10**



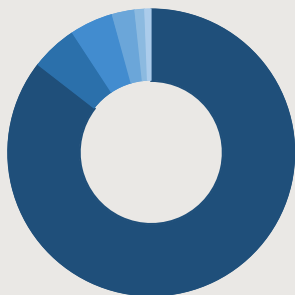
Community Outreach Program

A major focus for our Community Outreach program this year was to expand our capacity to support our members by connecting and collaborating with community agencies and support services in across the province. This year we connected with 65 helping agencies to support our members living outside of Saskatoon and Prince

Albert. Emphasis was placed on expanding our network of support in Regina and surrounding areas in order to better accompany STR8 UP members living or returning to Regina after release. Another significant change this year was to separate Community Education and Community Outreach programming as part of organizational restructuring.

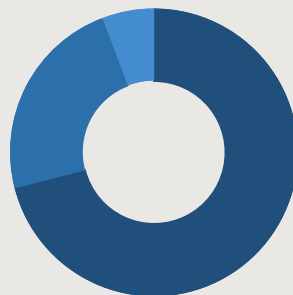
STR8 UP had 321 Active Member in the 2025-25 Fiscal Year. 116 in our Community Outreach Stream, 110 in the GVRs Community Intervention stream, and 95 in our Federal Re-Integration Stream.

RELATIONSHIP BUILDING



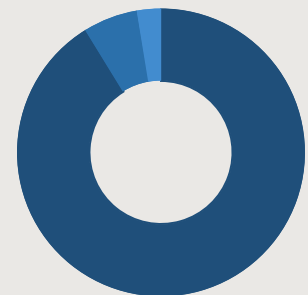
- Member Helper Connection **1473**
- Transportation **90**
- Connecting to Culture **84**
- Connecting to Resources **44**
- Connecting to Spirituality **19**
- Leisure and Recreation **13**

STR8 UP CONDITIONS



- Deal With Your Addictions **98**
- Give 4 Years **32**
- Be Honest **8**

STR8 UP GOALS



- Be A Responsible Citizen **238**
- Be A Loving Parent **16**
- Be A Faithful Partner **7**

OUTREACH in Community & Facility



During the 2025-26 Fiscal Year the Federal-Reintegration program offered individualized outreach support and case management to 95 members serving federal sentences.

Federal Re-Integration Program

In partnership with Correctional Service Canada's, Prairie Region, Indigenous Initiatives Department,

STR8 UP provides programming for individuals within the Federal Correctional System wanting to exit the gang lifestyle out of our Prince Albert Office.

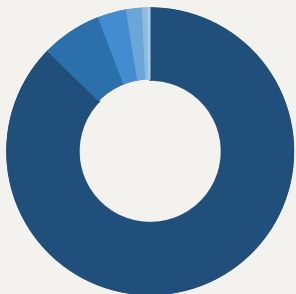
The Federal Re-Integration program involves collaboration with Willow Cree Healing Lodge, Saskatchewan Penitentiary, Okimaw Ohci Healing Lodge, Prince Albert Grand Council Spiritual Healing Lodge, Edmonton Institution for Women, Regional Psychiatric Centre as well as other

institutions throughout Canada.

STR8 UP's Federal Re-Integration provides sustained support that starts inside the institution and continues throughout an individual's transition back into their community.

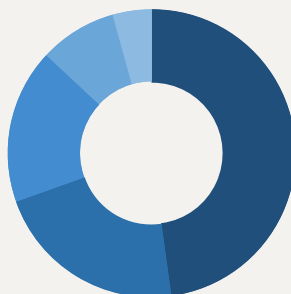
*The Federal Re-Integration Program held **12** Sharing Circles in Saskatchewan Penitentiary for **79** STR8 UP Members over the 2025-26 Fiscal Year.*

RELATIONSHIP BUILDING



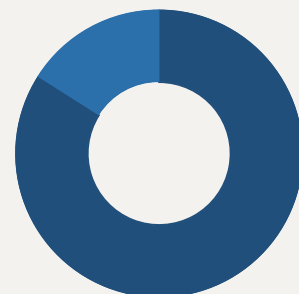
- Member Helper Connection **681**
- Connecting to Culture **53**
- Connecting to Resources **25**
- Transportation **12**
- Leisure and Recreation **5**
- Connecting to Spirituality **2**

STR8 UP CONDITIONS



- Give 4 Years **11**
- Deal With Your Addictions **5**
- Be Honest **4**
- Drop Your Colors **2**
- Be Humble **1**

STR8 UP GOALS



- Be A Responsible Citizen **42**
- Be A Loving Parent **8**

COMMUNITY EDUCATION



THE OBJECTIVE OF STR8 UP COMMUNITY PRESENTATIONS IS THREE-FOLD:

Prevention

Targets pre-gang involvement through education, information and relationship building among youth and families in our communities.

Intervention

Assists addicted and active gang members to extricate themselves from gangs, and deal with their addiction.

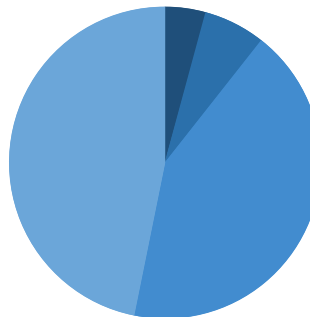
Education

Provides information to service providers, police, courts, caretakers, and others, developing capacity and wholesome relationships with youth and adults living such a lifestyle.

In the 2025-26 Fiscal Year 41 STR8 UP members took part in 47 Community Education and Awareness Presentations.

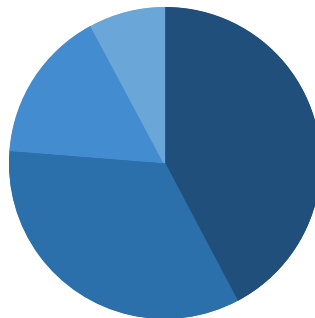
The need for STR8 UP community presentations continues to grow as communities seek to offer hope and pathways forward for individuals who may feel there is no way out. They also provide staff with the knowledge and tools needed to support those seeking to leave gang life. Guided by the vision and intent of community presentations, STR8 UP will continue to build organizational capacity to support and empower members in sharing their sacred story, reminding others that they are not alone and that personal transformation is possible.

COMMUNITY EDUCATION PRESENTATIONS



First Nations	2
School	3
Community	20
Justice	22

COMMUNITY EDUCATION AUDIENCE SIZE



Community	988
Justice	794
First Nations	370
School	185

PERSONAL & PROFESSIONAL DEVELOPMENT



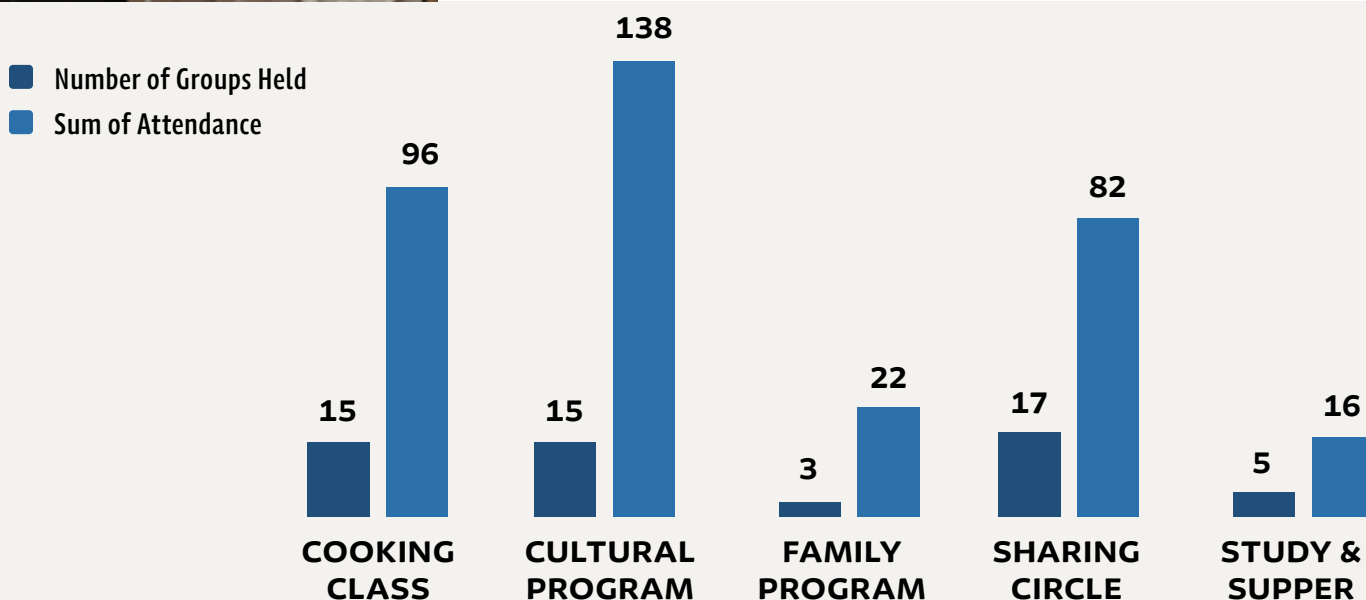
GROUP SUPPORT

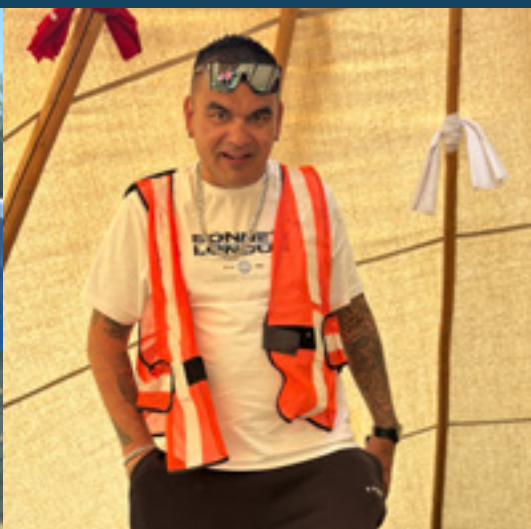
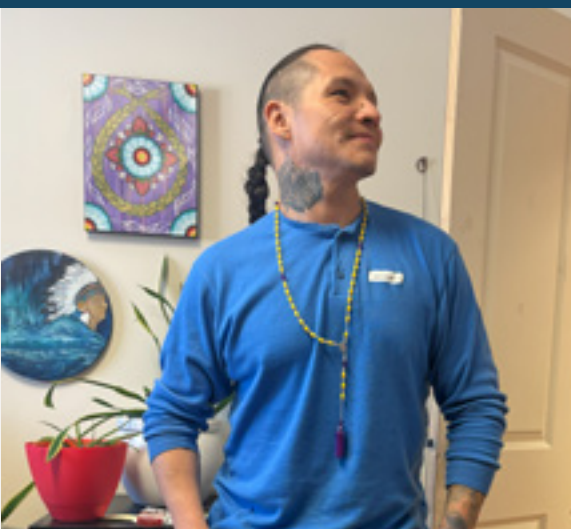
Study and Supper continued to provide meaningful support to members pursuing adult education and post-secondary studies. Members were able to access a safe and supportive environment to work on their studies, receive assistance with schoolwork and build confidence in their educational goals.

We also continued our partnership with Saskatoon Food Bank and Learning Centre, providing members with opportunities to learn practical cooking skills while building healthy

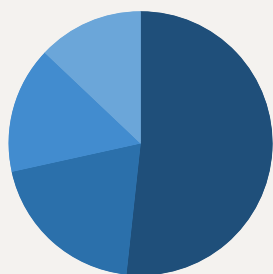
relationships and connections within the community. Cooking sessions offered a welcoming environment where members could learn from one another, develop new skills and share meals together.

22 Members were supported with one-on-one Financial Literacy sessions, including support through the Volunteer Tax program, providing members with a clearer picture and understanding of their finances.



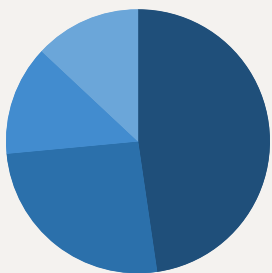


INDIVIDUALS SERVED



- Community Members **60**
- Community Outreach **23**
- GVRs - CIM **18**
- Federal Re-Integration **15**

NUMBER OF SESSIONS



- Session Completed **216**
- Follow Up/After Care **117**
- Application Approved **61**
- Consult Completed **59**

TATTOO REMOVAL SERVICE

Tattoo removal can be about much more than changing someone's appearance. For some individuals, tattoos can carry reminders of painful experiences, past relationships, trauma, or a former chapter of their lives that they want to move forward from. The opportunity to remove or fade a tattoo can provide a meaningful sense of choice, control, and the ability to move forward.

Between April 1, 2025, and March 31, 2026, STR8 UP completed 57 new consultations and supported 74 individuals through 216 tattoo removal sessions. These numbers represent more than appointments; they represent people taking steps toward reclaiming their body's autonomy and redefining how they want to move forward.

Tattoo removal can have a positive impact on confidence and emotional well-being. For some, removing a visible reminder of the past can bring relief and create a stronger sense of alignment with who they are today. For others, the process may be part of

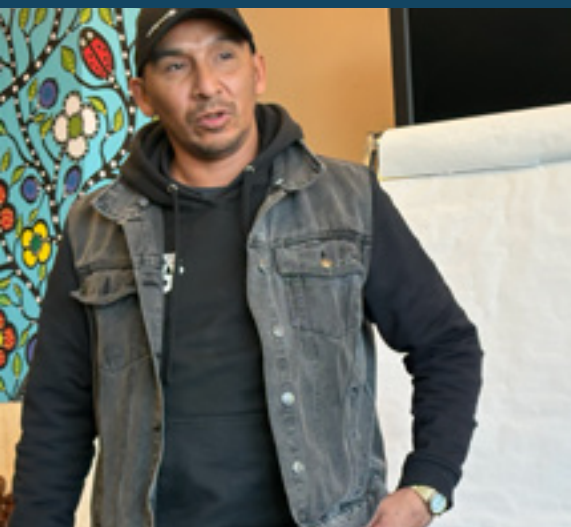
a larger journey of healing, identity, and personal transformation.

We are fortunate to offer this work through a trauma-informed approach, recognizing that every person comes with their own experiences, needs, and boundaries. Trauma-informed care means creating an environment where individuals are treated with dignity and respect, have choices throughout the process, and feel a sense of safety and control. Importantly, individuals do not need to share their personal history or explain the meaning behind a tattoo to receive compassionate care when going through any big feelings that may surface.

At its heart, tattoo removal is about creating possibilities. Whether someone chooses to completely remove a tattoo, fade it for a cover-up, or simply begin the process of changing how they see themselves, the decision belongs to them.

The goal isn't to erase someone's history; it's to give them greater choice over what they carry with them into the future.

PERSONAL & PROFESSIONAL DEVELOPMENT



My name is William Kay and I have been working as a Trainee/Mentor with STR8 UP since Sept 2025.

My Healing Journey with STR8 UP has been beneficial not just for myself but also for my wife Nichole and our children. Within this past year my wife and I have been working on STR8 UP goals and conditions and in particular the goal "Be A Loving Parent". We have gotten our children out of care, and they are now home safe and happy.

We have also been working on the goal "Be a Faithful Partner" and

with the blessings of Stan we have gotten married and have a healthy relationship.

I pay my taxes, and my family does our best to contribute to a healthier community and province of Saskatchewan. This is how we are working on the goal "Be A Responsible Citizen".

Being with STR8 UP, I have been able to learn new skills and work on professional development and always stay focused on my personal development. This healing journey has helped me stop intergenerational

cycles of addiction, homelessness and incarceration that have been a part of my entire life. I have been part of numerous powerful presentations, events and gang symposiums throughout Saskatchewan.

Relationships that I never thought were possible have now become a motivation for me to always strive to do better, and to maintain those relationships. Together we can continue to move towards a brighter and healthier future.

TRAINEE & MENTOR PROGRAM

The STR8 UP 15-Month Trainee & Mentor Program supports formerly gang-involved individuals through a comprehensive journey of personal healing, professional development, and meaningful work experience.

The program is grounded in the understanding that preparing for employment or education is about more than simply learning workplace skills.

Rooted in STR8 UP's spiritual values of honesty, humility, and accountability, the program provides members

with opportunities to build practical workplace and life skills, explore their strengths and talents, build confidence, and work toward their personal and professional goals.

As members progress through each phase, their responsibilities gradually increase. This allows members to build on the skills and experience they gain while developing greater confidence and independence as they work toward employment or education opportunities in the community.





My name is Corey Paddy. Working with STR8 UP as part of the Trainee & Mentor program for the past six months has truly been a blessing for me.

When I first started, I had just got out of jail, but before that I was living a lifestyle that I knew was not healthy for me or the future I wanted. Through the support, guidance, and encouragement I received from STR8 UP, I was able to make the difficult decision to leave my criminal lifestyle behind and start making better choices for myself and family.

This journey has helped me to become a better mother and a more faithful and committed partner. I have learned to take responsibility for my choices and actions, to believe in myself, and to understand that I am capable of creating a life that I can be proud of. Today, I have confidence in myself and trust my own decisions in a way that I never did before. I have built a strong support system around me, and I know that I don't have to face challenges alone.

STR8 UP has helped me recognize my own strength and see that my past doesn't have to determine my future.

I now have hope, goals, and a clear vision of the life I want for myself and for my family.

With all the help and support I received — I honestly believe I have a bright future ahead of me — and I'm proud of how far I have come.



2025-26 REVENUE

Department of Justice Canada	302,659
SK Ministry of Corrections & Policing	987,666
Community Grants	180,702
Transitional Housing Grant	-2,682
Presentations	2,272
Rental Income	14,377
Donations	75,526
Fundraising	4,167
Investment Income	11,283
Interest Income	121
	1,576,091

2025-26 EXPENSES

Amortization	41,835
Insurance	14,848
Interest and bank charges	4,939
Interest on long term debt	4,892
Office and general	88,777
Outreach and programming	44,345
Professional fees	82,943
Program advertising	12,406
Property taxes	6,657
Rent	30,047
Telephone and internet	26,944
Training	16,539
Travel	48,904
Utilities	7,473
Vehicle repairs and maintenance	19,284
Wages and benefits	1,131,630
	1,582,463

THANK YOU TO OUR FUNDERS & DONORS

CURRENT ASSETS

Automotive Equipment	49,974
Computer Equipment	4,245
Equipment - Tattoo Removal	35,398
Furniture & Fixtures	2,110
Leasehold improvements	6,107
Building	377,805
Production Equipment	22,413
	498,052

We would like to express our deepest gratitude to our supporters and donors for their contribution to STR8 UP 10,000 Little Steps to Healing Inc.

Every donation is important to us.

It helps impact not only the people that we work with directly, but also the larger community as a whole.



On April 18, 2026, STR8 UP members and community members gathered to celebrate the crocuses in bloom, followed by a day of conversation and collective reflection. Reflecting on the project, STR8 UP Member Amber shared:

Thanks again for letting me participate, you have given me a chance to give back to my community. I am looking forward to the spring, when the bulbs bloom. Crocuses hold a special place in my soul because they flourish on my reserve. The project brought back such sincere memories for me.

Every time I placed a flower into Mother Earth, I said a small prayer. I asked for my Ancestors to guard the areas, so they might grow unscathed. I sent my energy down through the soil and felt the hurt where these incidents occurred.

I called out from my heart that the victims may find healing. And that the perpetrators may forgive themselves, and somehow seek their own repentance.

Recognising the chaos in Saskatoon is not hard, although as humans we tend to be ignorant. We are fast to judge, poke fun, belittle or glamorise the awful deeds in life.

I hope this project can bring forth a different perspective. One that is open to the smallest gestures, which can have immense impact, positivity and kindness.

STR8 UP 10,000 Little Steps to Healing Inc.
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