

Regina Open Door Society Inc.

Summary of 2025 Budget Highlights & Assumptions

Highlights in year 2025/26 budget

1. FY24 Revenue \$12.78m, after deducting \$12.7m expenses, net surplus is expected to be \$77K, 0.6% of total revenue.

FY25 budget Revenue 11.64m, deducting \$11.56m expense, expect 79K Surplus, around 0.68%.

(,000)	FY25 Budget	FY24 Actual	FY25 BUD-FY24 BUD	
Revenue	11,639	12,783	-1,144	-9%
Wages	8,219	9,131	-912	-10%
Operation	3,341	3,575	-234	-7%
Total Expense	11,560	12,706	-1,146	-9%
Surplus/Deficit	79	77	2	3%
Net Income %	0.68%	0.60%	0	

2. In this budget, Daycare rents in Smith Street, remains current size and breakeven in FY25-26.
3. There are no major changes in the policies and practices used in developing the budget for the current year.
4. March 31 2025, IRCC approved RODS four (Settlement, RAP, LINC and RRLIP) programs three years proposals (April 1 2025 to March 31 2028). The initial payments of the first four months will be paid before April 30 2025. Then IRCC will reimburse RODS after each program's claim is approved.
5. FY25 Budget compared to FY24 budget. FY25 budget has surplus 79K, vs Surplus \$111K in FY24 budget.

(,000)	FY25 Budget	FY24 Budget	FY25 BUD-FY24 BUD	
Revenue	11,639	12,730	-1,091	-9%
Wages	8,219	8,513	-294	-3%
Operation	3,341	4,106	-765	-19%
Total Expense	11,560	12,619	-1,059	-8%
Surplus/Deficit	79	111	-32	-29%
Net Income %	0.68%	0.87%		

Assumptions in 2025/26 Fiscal Year Budget

1. 3% increase in salary grid across the board for all staff. Salary step increase (only for qualified staff that move to higher responsibility within RODS).

In past four years, RODS annual salary increases rates have been lower than yearly inflation rate, thus a new Step 4-2% increase is introduced for staffs who have joined RODS before Sep 1 2022.

2. IRCC program's approved capital (IT computer related) \$58,009 purchases breakdown:
 - a. RAP: \$20,135
 - b. Consolidated (OSN/SWISS/WCN): \$35,824
 - c. RRLIP: \$2,050
3. IRCC programs, expect \$901K decreased revenue in FY25 comparing with FY24 Actual.

(,000)	FY25 Budget	FY24 Actual	Variance \$	Variance %
Settlement	3,567	3,767	-200	-5%
RAP	980	1,105	-125	-11%
LINC	2,375	2,979	-604	-20%
RRLIP	261	233	28	12%
Total	7,183	8,084	-901	-11%

4. Admin Flat Fee charge for all IRCC programs was secured at the maximum rate of 15% across all programs for the 3-year CFP period (2025/26 to 2027/28).
5. IRCC – Approved Three Year Contribution Agreement Summary
Below is the summary analysis of IRCC 3-year programs funding (2025–28):

IRCC	2025/26	2026/27	2027/28	Total
Settlement	3,566,747	3,860,500	3,176,441	10,603,688
RAP	980,590	992,297	995,480	2,968,367
LINC	2,375,000	2,575,000	2,031,000	6,981,000
RRLIP	261,329	283,202	305,739	850,270
Total Rev	7,183,666	7,710,999	6,508,660	21,403,325
Total Admin	937,000	1,005,782	848,956	2,791,738

6. Provincial and Other Sundry Programs Funding Analysis

Below is the summary analysis of the Provincial and other sundry programs funding included in the current year budget, based on available contract agreements:

Provincial Programs	FY25 BUD	Other Funders	FY25 BUD
Employ Readiness	1,216	SOPA	227
Stage 1&2	172	Kids First	501
English for Employ	144	Daycare	1,086
Career Bridging	219		
Enhanced Career Bridging	178		
Total (,000)	1,929	Total	1,814

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Appendix-Program Name

Program name	Agreement Title
Settlement	Orientation Services for Newcomers (OSN) & Welcoming Community for Newcomers Program (WCNP) & Settlement Support Workers in Schools (SSWIS)
RRLIP	Regina Region Local Immigration Partnership
L.I.N.C.	Language Training
RAP	Resettlement Assistance Program (RAP)
Employment Readiness	Employment Readiness Program RODS
Stage 1 & 2	Stage 1& 2 English-RODS
English for Employment	English For Employment-RODS
Career Bridging	Career Bridging-RODS
SOPA	Settlement Online Pre-Arrival
Kids First	Kids First