

# **COMMUNITY RECREATION PROFESSIONAL INVENTORY PROJECT**

*August, 2007*

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## **Section I: Saskatchewan Association of Recreation Professionals**

### **A. MISSION**

The *Saskatchewan Association of Recreation Professionals (S.A.R.P.)* is a dynamic, member driven organization committed to the profession by representing and supporting current and future recreation professionals in their pursuit of excellence.

### **B. VISION**

#### ***In Saskatchewan:***

Recreation and its professionals are essential community partners and are recognized for their many positive contributions to the individual, family, and community wellness.

### **C. ORGANIZATIONAL VALUES**

**Recreation** – value and promote:

- Benefits of recreation
- Benefits of the profession
- Benefits of the professional

**Professional Development** (Life Long Learning)

- Continued growth and development, updating of education

**Networking**

- Linking professionals to each other and stakeholders

**Leadership**

- In the field, for the professionals, S.A.R.P. is seen as a leader, progressive

**Educational Standards**

- Standard for all professionals

**Diversity**

- Value varied perspectives within the field, membership is diverse

## **Advocacy**

- Advocate for the profession, united voice

## ***Relational Values:***

### **Cooperation/Partnerships**

- Cooperative approach, resource sharing

### **Member Driven**

- Responsive to member needs

### **Professional**

- Conduct, code of ethics

### **Open Communication**

- With members and stakeholders

### **Support**

- The efforts of professionals to provide quality recreation services

## **D. STRATEGIC SERVICES**

### **1. Development of Standards / Policies**

- The creation and adoption of professional standards ensures our members are capable of providing high quality recreation services in Saskatchewan.

### **2. Advocacy**

- Advocate on behalf of its members to raise awareness of the profession and the value of having recreation professional supporting a community.

### **3. Professional Development**

- Create opportunities for its members to continue their professional education, thereby, maintaining and improving their professional skills.

## **E. DEFINITIONS**

The *Saskatchewan Association of Recreation Professionals (S.A.R.P.)* has undertaken to standardize the definitions for the recreation field in Saskatchewan. Too often, the terminology has eluded concrete definition, and varied according to societal norms, customs, values and different social experiences that shape perceptions. Therefore, the Saskatchewan Association of Recreation Professionals has defined these terms to maximize clarity and minimize confusion on the part of the recreation professionals in Saskatchewan.

Through the efforts of the Standards & Ethics Core Function Area and Task Groups, the Saskatchewan Association of Recreation Professionals has developed the following statements.

### **What are Recreation & Leisure?**

These are two very different concepts to understand and it is important for the professional to have a basic understanding of the difference.

#### **Leisure is:**

A state of mind in which one is intrinsically motivated, involves a perceived sense of freedom and control, is voluntary and subjective in nature.

Leisure is commonly defined through a reference of time (Leisure time). However, it is a broader concept. The main difference between the concepts of leisure and recreation is that leisure implies a state of mind, a state that is different from the work mindset.

#### **Recreation is:**

A pleasurable activity that one is voluntarily engaged in during leisure time, which includes physical, artistic, creative, spiritual, cultural, social and intellectual pursuits.

## **What defines a professional?**

### **A Professional is person who:**

- Is passionate about their profession
- Subscribes to certain standards in their field of expertise
- Has built a core body of knowledge
- Has gained a certain level of experience in their field
- Ascribes to ethics common in the field

### **A Recreation Professional is a person who:**

- Has a passion for the recreation field
- Subscribes to accepted standards within the recreation field
- Has built a core body of knowledge in recreation and leisure
- Has gained an accepted level of experience in the recreation field
- Ascribes to accepted ethics in their profession

The Saskatchewan Association of Recreation Professionals, in its 1995 reorganization, used this definition in determining its structure. It is reflected in the Association's Core Function Areas.

## **Definition of Community Recreation**

Community Recreation Professionals have different goals within their functions. To accomplish this, both partner with other sectors, such as health, justice, social services, and education in order to meet those outcomes.

### **Community Recreation:**

A service provided to the community at large through 3 sectors - Voluntary, Professional, and Commercial/Private Enterprise. Community recreation is benefits driven and impacts a person's personal, social, environmental and economic well being.

## **F. S.A.R.P. CODE OF ETHICS**

### ***COMPETENCE***

The acquisition, maintenance and enhancement of current knowledge and skills in the field.

1. Members shall enhance their own level of expertise and commit to professional development of themselves and fellow members
2. Members shall enhance the efficient and effective operation of their organization through this knowledge.
3. Members shall contribute, through their competence, to enhanced quality of life for the people of Saskatchewan.

### ***EQUALITY***

Equal treatment for all stakeholders. (which includes members, colleagues, clients and customers and funding agencies)

1. Members shall strive to ensure equal opportunity for each client or customer to participate in recreation activities.
2. Members shall develop and maintain an environment whereby all individuals are treated with respect and dignity.

### ***LEADERSHIP***

The provision of guidance at all levels of the recreation delivery system.

1. Members shall provide ethical, technical and educational guidance for those under their responsibility.
2. Members shall demonstrate ethical, technical and educational guidance in their capacity as leaders in their community.
3. Members shall advocate on behalf of the field and their profession.

### ***INTEGRITY***

Conduct which is honorable and honest.

1. Members shall ensure that their behavior is beyond reproach in terms of what the profession sanctions.
2. Members shall treat fellow members and colleagues with the utmost respect and propriety
3. Members must behave in a manner that supports the highest level of S.A.R.P. standards.

## ***COOPERATION***

Partnership with other members, colleagues, client, customers and organizations for the enhancement of Saskatchewan residents' quality of life.

1. Members shall take part in a consultative process with their clients, customers and communities to achieve the most effective results.
2. Members shall develop and maintain active relations with fellow professionals.
3. Members shall work toward an environment where active sharing of resources and information takes place.





## **Section II: Background Information**

### **A. PHILOSOPHY**

This inventory project is dedicated to pursue efforts toward the current contribution of recreation professionals within the communities of Saskatchewan. *Saskatchewan Association of Recreation Professionals* (S.A.R.P.) members believe that having a qualified recreation professional provides credibility, accountability and recognition not only to the recreation profession but also to the community they are representing.

### **B. PURPOSE**

Within the communities of Saskatchewan, the major area of study for this project is identifying which communities currently have Community Recreation Professionals employed and highlighting the following:

- The name of the community
- The population of the community
- Any degrees, diplomas or training those individuals may have obtained before or during their current employment in the community
- Level of education wanted for each Community Recreation Professional position in the community
- Pay bracket of each Community Recreation Professional
- Average hours of work per week that each Community Recreation Professional contributes
- Annual Recreation Capital & Operating Budget

The process of this special fieldwork project was collecting the correct information, recording all the data, and presenting the final results at the end of the placement.

The information collected will be used by S.A.R.P. to:

1. Identify communities that do not have a recreation professional and advocate the value and benefits of hiring of recreation professionals.
2. Identify membership growth potential for S.A.R.P., within community recreation.
3. Provides baseline information for future studies.

## Section III: Inventory

### **Aberdeen**

Population: 550

1 Community Recreation Professional

Facility Manager – Diploma

Average Pay Bracket: \$20,000 – 30,000

Average Hours/Week: 40

Annual Rec. Operating Budget: \$18,000 (not including salary of facility manager)

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### **Asquith**

Population: 575

0 Community Recreation Professionals

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### **Avonlea**

Population: 385

0 Community Recreation Professionals

Annual Rec. Operating Budget: \$100,000

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### **Aylesburg**

Population: 47

0 Community Recreation Professionals

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### **Battleford**

Population: 3682

1 Community Recreation Professional

Superintendent of Parks & Recreation – Diploma

Average Pay Bracket: \$40,000 – 50,000

Average Hours/Week: 50

Annual Rec. Capital Budget: \$801,460

Annual Rec. Operating Budget: \$295,500

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### **Bethune**

Population: 360

0 Community Recreation Professionals

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### **Biggar**

Population: 2003

1 Community Recreation Professional

Recreation Director – Degree or Diploma

Average Pay Bracket: \$30,000 – 40,000

Average Hours/Week: 35 – 45

Annual Rec. Capital Budget: \$50,000 – 100,000

Annual Rec. Operating Budget: \$340,000 – 355,000

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**Big River**

Population: 800

1 Community Recreation Professional

Recreation Director / Facility Manager – High School Diploma

Average Pay Bracket: \$30,000 – 40,000

Average Hours/Week: 40 – 50

Annual Rec. Capital Budget: \$10,000

Annual Rec. Operating Budget: \$30,000

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**Brendenbury**

Population: 354

0 Community Recreation Professionals

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**Broadview**

Population: 661

0 Community Recreation Professionals

Annual Rec. Operating Budget: \$21,000

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**Buena Vista**

Population: 490

1 Community Recreation Professional

Recreation Director – High School Diploma

Average Pay Bracket: \$10,000 – 20,000

Average Hours/Week: 10

Annual Rec. Capital Budget: \$10,000

Annual Rec. Operating Budget: \$20,000

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**Burstall**

Population: 315

0 Community Recreation Professionals

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**Cabri**

Population: 483

0 Community Recreation Professionals

Annual Rec. Capital Budget: \$5,000

Annual Rec. Operating Budget: \$37,000

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**Cadillac**

Population: 80

0 Community Recreation Professionals

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**Candle Lake**

Population: 792

0 Community Recreation Professionals

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**Carievale**

Population: 241

0 Community Recreation Professionals

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**Carlyle**

Population: 1260

0 Community Recreation Professionals

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**Chamberlain**

Population: 108

0 Community Recreation Professionals

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**Chaplin**

Population: 235

0 Community Recreation Professionals

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**Clavet**

Population: 267

0 Community Recreation Professionals

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**Conquest**

Population: 167

0 Community Recreation Professionals

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**Creighton**

Population: 1502

1 Community Recreation Professional

Recreation Director – High School Diploma

Average Pay Bracket: \$20,000 – 30,000

Average Hours/Week: 35

Annual Rec. Capital Budget: \$8,000

Annual Rec. Operating Budget: \$212,000

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**Cupar**

Population: 566

0 Community Recreation Professionals

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**Davidson**

Population: 958

0 Community Recreation Professionals

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**Delisle**

Population: 898

0 Community Recreation Professionals

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**Dorintosh**

Population: 126

0 Community Recreation Professionals

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**Earl Grey**

Population: 290

0 Community Recreation Professionals

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**Eastend**

Population: 630

0 Community Recreation Professionals

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**Edam**

Population: 399

0 Community Recreation Professionals

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**Estevan**

Population: 10,242

4 Community Recreation Professionals

Recreation Coordinator – Degree

Leisure Services Manager – Degree

Operations Manager – Degree

Facility Manager – Degree

Average Pay Bracket: \$40,000 – 50,000

Average Hours/Week: 37.5

Annual Rec. Capital Budget: \$500,000

Annual Rec. Operating Budget: \$2,000,000

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**Eston**

Population: 975

1 Community Recreation Professional

Recreation Director – No Post Secondary Required

Average Pay Bracket: \$20,000 – 30,000

Average Hours/Week: 40

Annual Rec. Capital Budget: \$10,000 – 20,000

Annual Rec. Operating Budget: \$556,000

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**Fillmore**

Population: 216

0 Community Recreation Professionals

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**Fort Qu'Appelle**

Population: 2000

0 Community Recreation Professionals

Annual Rec. Capital Budget: \$70,100

Annual Rec. Operating Budget: \$170,700

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**Fox Valley**

Population: 326

0 Community Recreation Professionals

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**Glen Ewen**

Population: 120

0 Community Recreation Professionals

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**Goodson**

Population: 251

0 Community Recreation Professionals

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**Gravelbourg**

Population: 1098

0 Community Recreation Professionals

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**Gull Lake**

Population: 965

1 Community Recreation Professional

Recreation Director – Degree

Average Pay Bracket: \$20,000 – 30,000

Average Hours/Week: 40

Annual Rec. Capital Budget: \$26,000

Annual Rec. Operating Budget: \$40,000

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**Hazlet**

Population: 85

0 Community Recreation Professionals

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**Herbert**

Population: 742

1 Community Recreation Professional

Recreation Director – Degree

Average Pay Bracket: \$20,000 – 30,000

Average Hours/Week: 40

Annual Rec. Capital Budget: \$20,000

Annual Rec. Operating Budget: \$180,000

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**Holdfast**

Population: 175

0 Community Recreation Professionals

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**Hyas**

Population: 111

0 Community Recreation Professionals

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**Jansen**

Population: 140

0 Community Recreation Professionals

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**Kelliher**

Population: 320

0 Community Recreation Professionals

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**Kennedy**

Population: 183

0 Community Recreation Professionals

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**Kindersley**

Population: 5000

3 Community Recreation Professionals

Recreation Director – Degree (with experience)

Aquatic Manager / Program Coordinator – Certificates

Maintenance Manager – Certificates (with experience)

Average Pay Bracket: \$30,000 – 40,000

Average Hours/Week: 40 plus

Annual Rec. Capital Budget: \$100,000

Annual Rec. Operating Budget: 1,000,000

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**Kinistino**

Population: 702

0 Community Recreation Professionals

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**Lafleche**

Population: 450

0 Community Recreation Professionals

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**Landis**

Population: 125

0 Community Recreation Professionals

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**Langham**

Population: 1200  
1 Community Recreation Professional  
Recreation Director – No Post Secondary Required  
Average Pay Bracket: \$32,000  
Average Hours/Week: 40  
Annual Rec. Capital Budget: \$150,000  
Annual Rec. Operating Budget: \$100,000

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**Lanigan**

Population: 1233  
1 Community Recreation Professional  
Recreation Director – Degree or Diploma  
Average Pay Bracket: \$20,000 – 30,000  
Average Hours/Week: 35  
Annual Rec. Capital Budget: \$10,000 – 20,000  
Annual Rec. Operating Budget: \$275,000

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**La Ronge**

Population: 2726  
1 Community Recreation Professional  
Parks & Recreation Director – Diploma  
Average Pay Bracket: \$48,500  
Average Hours/Week: 37.5  
Annual Rec. Capital Budget: \$43,684  
Annual Rec. Operating Budget: \$172,847

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**Leask**

Population: 418  
0 Community Recreation Professionals

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**LeRoy**

Population: 450  
1 Community Recreation Professional  
Recreation Administrator – Diploma or Certificate  
Average Pay Bracket: \$10,000 - \$20,000  
Average Hours/Week: 10  
Annual Rec. Capital Budget: \$30,000  
Annual Rec. Operating Budget: \$30,000

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**Macklin**

Population: 1290  
0 Community Recreation Professionals

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**Macrorie**

Population: 78

0 Community Recreation Professionals

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**Manor**

Population: 312

0 Community Recreation Professionals

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**Maple Creek**

Population: 2500

1 Community Recreation Professional

Aquatic Supervisor – High School Diploma

Average Pay Bracket: \$13.83 – 14.58 / Hour

Average Hours/Week: 40

Annual Rec. Capital Budget: \$83,500

Annual Rec. Operating Budget: \$316,820

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**Marcelin**

Population: 169

0 Community Recreation Professionals

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**Marquis**

Population: 100

0 Community Recreation Professionals

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**Maryfield**

Population: 369

0 Community Recreation Professionals

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**McLean**

Population: 275

0 Community Recreation Professionals

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**Melfort**

Population: 5700

3 Community Recreation Professionals

Director of Planning, Development & Leisure Services – Degree

Recreation & Facilities Manager – Degree

Aquatic Manager – Diploma

Average Pay Bracket: \$40,000 – 50,000

Average Hours/Week: 40

Annual Rec. Capital Budget: \$60,000 – 100,000

Annual Rec. Operating Budget: \$1,300,000

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**Melville**

Population: 4149

1 Community Recreation Professional

Manager of Parks, Recreation & Leisure Services – Degree or Diploma

Average Pay Bracket: \$40,000 – 50,000

Average Hours/Week: 35

Annual Rec. Capital Budget: \$41,370

Annual Rec. Operating Budget: \$593,000

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**Milden**

Population: 172

0 Community Recreation Professionals

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**Minton**

Population: 60

0 Community Recreation Professionals

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**Moose Jaw**

Population: 33,000

4 Community Recreation Professionals

Director – Degree or Diploma (with experience)

Recreation Manager – Degree or Diploma (with experience)

Recreation Programmer – Degree or Diploma (with experience)

Aquatics Programmer – Degree or Diploma (with experience)

Average Pay Bracket: \$30,000 – 40,000 but \$50,000 – 75,000 for Director & Manager

Average Hours/Week: 37.5

Annual Rec. Capital Budget: \$2,726,314

Annual Rec. Operating Budget: \$1,534,002

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**Muenster**

Population: 342

0 Community Recreation Professionals

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**Neilburg**

Population: 394

0 Community Recreation Professionals

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**Nipawin**

Population: 4275

1 Community Recreation Professional

Parks & Recreation Director – Diploma

Average Pay Bracket: \$50,000 plus

Average Hours/Week: 40-45

Annual Rec. Capital Budget: \$260,000

Annual Rec. Operating Budget: \$1,200,000

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**North Battleford**

Population: 14,300  
3 Community Recreation Professionals  
Director of Parks & Recreation – Degree or Diploma  
Recreation Programmer – Diploma  
Facility Manager – Diploma  
Average Pay Bracket: \$40,000 – 50,000  
Average Hours/Week: 40 – 50

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**Outlook**

Population: 2300  
1 Community Recreation Professional  
Recreation Director – Degree or Diploma  
Average Pay Bracket: \$23,900 – 35,500  
Average Hours/Week: 40  
Annual Rec. Capital Budget: \$100,000  
Annual Rec. Operating Budget: \$500,000

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**Pangman**

Population: 200  
0 Community Recreation Professionals

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**Paradise Hill**

Population: 483  
0 Community Recreation Professionals

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**Paynton**

Population: 151  
0 Community Recreation Professionals

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**Pelly**

Population: 289  
0 Community Recreation Professionals

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**Pilot Butte**

Population: 2000  
1 Community Recreation Professional  
Recreation Director & Economic Innovations – Degree or Diploma  
Average Pay Bracket: \$30,000 – 40,000  
Average Hours/Week: 40  
Annual Rec. Capital Budget: \$100,000 – 250,000  
Annual Rec. Operating Budget: \$250,000

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**Primate**

Population: 50

0 Community Recreation Professionals

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**Quill Lake**

Population: 413

0 Community Recreation Professionals

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**Radville**

Population: 750

0 Community Recreation Professionals

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**Raymore**

Population: 581

0 Community Recreation Professionals

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**Regina**

Population: 200,000

32 Community Recreation Professionals

General Manager, Community & Leisure Services – Degree (with experience)

Manager, Community & Social Development – Degree (with experience)

Manager, Program Operations – Degree (with experience)

Manager, Facility Services – Degree (with experience)

Coordinator, Arts, Culture & Heritage – Degree (with experience)

Coordinator, Business, Strategy & Marketing – Degree (with experience)

5 Community Consultants – Degree or Diploma (with experience)

5 Neighborhood Centre Programmers – Diploma (with experience)

Coordinator, Inclusion & Aboriginal Services – Degree (with experience)

Program Specialist, Aboriginal Services – Diploma (with experience)

Program Specialist, Adaptive Services – Diploma (with experience)

Senior Social Development Consultant – Degree (with experience)

3 Supervisors, Major Facilities – Degree or Diploma (with experience)

6 Program Specialists, Major Facilities – Degree or Diploma (with experience)

Coordinator, Sport & Recreation Facilities – Degree (with experience)

Program Specialist, Arts & Culture – Degree or Diploma (with experience)

Centre Administrator, Neil Balkwill Civic Arts Centre – Diploma (with experience)

Average Pay Bracket: \$38,746 – 97,845

Average Hours/Week: 39 – 42.5

Annual Rec. Capital Budget: \$982,000 (not including Taylor Field Capital)

Annual Rec. Operating Budget: \$6,564,100 Recreation & \$4,236,000 Facility Main't

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**Regina Beach**

Population: 1195

1 Community Recreation Professionals

Recreation Director – Degree

Average Pay Bracket: \$10,000 – 20,000

Average Hours/Week: 20

Annual Rec. Capital Budget: \$23,500

Annual Rec. Operating Budget: \$96,370

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**Rockglen**

Population: 366

0 Community Recreation Professionals

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**Rose Valley**

Population: 338

0 Community Recreation Professionals

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**Rosthern**

Population: 1382

0 Community Recreation Professionals

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**Saltcoats**

Population: 467

0 Community Recreation Professionals

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**Sarnia**

Population: 285

0 Community Recreation Professionals

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**Scott**

Population: 91

0 Community Recreation Professionals

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**Shaunavon**

Population: 1705

1 Community Recreation Professional

Recreation Director – Degree or Diploma

Average Pay Bracket: \$36,000 – 39,000

Average Hours/Week: 37.5

Annual Rec. Capital Budget: \$80,000 – 100,000

Annual Rec. Operating Budget: \$350,000

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**Simpson**

Population: 118

0 Community Recreation Professionals

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**Spalding**

Population: 208

0 Community Recreation Professionals

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**Speers**

Population: 74

0 Community Recreation Professionals

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**St. Brieux**

Population: 492

0 Community Recreation Professionals

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**St. Gregor**

Population: 121

0 Community Recreation Professionals

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**St. Louis**

Population: 431

0 Community Recreation Professionals

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**Star City**

Population: 482

0 Community Recreation Professionals

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**Stockholm**

Population: 325

0 Community Recreation Professionals

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**Storthoaks**

Population: 312

0 Community Recreation Professionals

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**Stoughton**

Population: 720

0 Community Recreation Professionals

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**Strasbourg**

Population: 760

0 Community Recreation Professionals

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**Sturgis**

Population: 575

0 Community Recreation Professionals

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**Swift Current**

Population: 17,000

6 Community Recreation Professionals

Director of Recreation & Parks – Degree

Recreation / Scheduling Superintendent – Diploma

Parks Manager – No Post Secondary Required (work experience)

Aquatics Superintendent – Certificates

Facility Manager – No Post Secondary Required (work experience)

Golf Course Superintendent – No Post Secondary Required (work experience)

Average Pay Bracket: \$40,000 – 50,000

Average Hours/Week: 40 – 43

Annual Rec. Capital Budget: \$726,000

Annual Rec. Operating Budget: \$1,963,943

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**Tisdale**

Population: 3501

1 Community Recreation Professional

Recreation & Parks Manager – Degree or Diploma

Average Pay Bracket: \$40,000 – 50,000

Average Hours/Week: 37.5 plus

Annual Rec. Capital Budget: \$80,000 (not including cemetery & parks)

Annual Rec. Operating Budget: \$861,138 (not including cemetery & parks)

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**Tompkins**

Population: 192

0 Community Recreation Professionals

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**Vanguard**

Population: 152

0 Community Recreation Professionals

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**Vibank**

Population: 361

0 Community Recreation Professionals

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**Walburg**

Population: 672

0 Community Recreation Professionals

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**Warman**

Population: 5300  
1 Community Recreation Professional  
Parks & Recreation Director – Degree or Diploma  
Average Pay Bracket: \$40,000 – 50,000  
Average Hours/Week: 50  
Annual Rec. Capital Budget: \$125,000  
Annual Rec. Operating Budget: 400,000

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**Watson**

Population: 719  
0 Community Recreation Professionals

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**Wawota**

Population: 522  
0 Community Recreation Professionals

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**Weyburn**

Population: 10,000  
5 Community Recreation Professionals  
Director of Leisure Services – Degree or Diploma (with experience)  
Aquatic Program Coordinator – Degree or Diploma (with experience)  
Arts & Cultural Director – Degree or Diploma (with experience)  
2 Facility Managers – Degree or Diploma (with experience)  
Average Pay Bracket: \$37,544 – 64,246  
Average Hours/Week: 45  
Annual Rec. Capital Budget: \$50,000  
Annual Rec. Operating Budget: \$2,100,000

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**White City**

Population: 1113  
0 Community Recreation Professionals

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**White Fox**

Population: 348  
0 Community Recreation Professionals

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**Whitewood**

Population: 900  
1 Community Recreation Professional  
Recreation Director – Degree  
Average Pay Bracket: \$28,000  
Average Hours/Week: 40  
Annual Rec. Capital Budget: \$20,000  
Annual Rec. Operating Budget: \$50,000

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**Windthorst**

Population: 194

0 Community Recreation Professionals

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**Wolseley**

Population: 850

0 Community Recreation Professionals

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**Wynyard**

Population: 1774

1 Community Recreation Professional

Director of Leisure Services – Diploma

Average Pay Bracket: \$30,000 – 40,000

Average Hours/Week: 40

Annual Rec. Operating Budget: \$500,000

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## Section IV: Appendix

### A. EXECUTIVE SUMMARY

Community	Population	# of Professionals	Average Pay Bracket	Capital Budget	Operating Budget
Aberdeen	550	1	25,000		18,000
Asquith	575	0			
Avonlea	385	0			100,000
Aylesburg	47	0			
Battleford	3682	1	45,000	801,460	295,500
Bethune	360	0			
Biggar	2003	1	35,000	100,000	355,000
Big River	800	1	35,000	10,000	30,000
Brendenbury	354	0			
Broadview	661	0			
Buena Vista	490	1	15,000	10,000	20,000
Burstall	315	0			
Cabri	483	0		5,000	37,000
Cadillac	80	0			
Candle Lake	792	0			
Carievale	241	0			
Carlyle	1260	0			
Chamberlain	108	0			
Chaplin	235	0			
Clavet	267	0			
Conquest	167	0			
Creighton	1502	1	25,000	8,000	212,000
Cupar	566	0			
Davidson	958	0			
Delisle	898	0			
Dorintosh	126	0			
Earl Grey	290	0			
Eastend	630	0			
Edam	399	0			
Estevan	10,242	4	45,000	500,000	2,000,000
Eston	975	1	25,000	20,000	556,000
Fillmore	216	0			
Fort Qu'Appelle	2000	0		70,100	170,700
Fox Valley	326	0			
Glen Ewen	120	0			
Goodson	251	0			
Gravelbourg	1098	0			
Gull Lake	965	1	25,000	26,000	40,000
Hazlet	85	0			

<b>Community</b>	<b>Population</b>	<b># of Professionals</b>	<b>Average Pay Bracket</b>	<b>Capital Budget</b>	<b>Operating Budget</b>
Herbert	742	1	25,000	20,000	180,000
Holdfast	175	0			
Hyas	111	0			
Jansen	140	0			
Kelliher	320	0			
Kennedy	183	0			
Kindersley	5000	3	35,000	100,000	1,000,000
Kinistino	702	0			
Lafleche	450	0			
Landis	125	0			
Langham	1200	1	32,000	150,000	100,000
Lanigan	1233	1	25,000	20,000	275,000
La Ronge	2726	1	48,500	43,684	172,847
Leask	418	0			
LeRoy	450	1	15,000	30,000	30,000
Macklin	1290	0			
Macrorie	78	0			
Manor	312	0			
Maple Creek	2500	1	28,000	83,500	316,820
Marcelin	169	0			
Marquis	100	0			
Maryfield	369	0			
McLean	275	0			
Melfort	5700	3	45,000	100,000	1,300,000
Melville	4149	1	45,000	41,370	593,000
Milden	172	0			
Minton	60	0			
Moose Jaw	33,000	4	48,750	2,726,314	1,534,002
Muenster	342	0			
Neilburg	394	0			
Nipawin	4275	1	50,000	260,000	1,200,000
North Battleford	14,300	3	45,000		
Outlook	2300	1	30,000	100,000	500,000
Pangman	200	0			
Paradise Hill	483	0			
Paynton	151	0			
Pelly	289	0			
Pilot Butte	2000	1	35,000	250,000	250,000
Primate	50	0			
Quill lake	413	0			
Radville	750	0			
Raymore	581	0			
Regina	200,000	32	54,000	982,000	6,564,100
Regina Beach	1195	1	15,000	23,500	96,370
Rockglen	366	0			

<b>Community</b>	<b>Population</b>	<b># of Professionals</b>	<b>Average Pay Bracket</b>	<b>Capital Budget</b>	<b>Operating Budget</b>
Rose Valley	338	0			
Rosthern	1382	0			
Saltcoats	467	0			
Sarnia	285	0			
Scott	91	0			
Shaunavon	1705	1	37,500	100,000	350,000
Simpson	118	0			
Spalding	208	0			
Speers	74	0			
St. Brieux	492	0			
St. Gregor	121	0			
St. Louis	431	0			
Star City	482	0			
Stockholm	325	0			
Storthoaks	312	0			
Stoughton	720	0			
Strasbourg	760	0			
Sturgis	575	0			
Swift Current	17,000	6	45,000	726,000	1,963,943
Tisdale	3501	1	45,000	80,000	861,138
Tompkins	192	0			
Vanguard	152	0			
Vibank	361	0			
Walbourg	672	0			
Warman	5300	1	45,000	125,000	400,000
Watson	719	0			
Wawota	522	0			
Weyburn	10,000	5	50,000	50,000	2,100,000
White City	1113	0			
White Fox	348	0			
Whitewood	900	1	28,000	20,000	50,000
Windthorst	194	0			
Wolseley	850	0			
Wynyard	1774	1	35,000		500,000

**B. NON RESPONENTS**

Abbey	Air Ronge	Alameda
Albertville	Alida	Allan
Alsask	Alvena	Aneroid
Annaheim	Arborfield	Arcola
Arran	Assiniboia	Balcarres
Balgonie	Beauval	Beechy
Bengough	Bienfait	Birch Hills
Blaine Lake	Borden	Bradwell
Briercrest	Brock	Broderick
Bruno	Buchanan	Buffalo Narrows
Canora	Canwood	Carmichael
Carnduff	Caronport	Carrot River
Central Butte	Ceylon	Choiceland
Christopher Lake	Churchbridge	Codette
Colonsay	Consul	Coronach
Craik	Creelman	Cudworth
Cut Knife	Dalmeny	Debden
Denare Beach	Denzil	Dodsland
Drake	Drinkwater	Dubuc
Duck Lake	Dundurn	Duval
Dysart	Eatonia	Ebenezer
Elbow	Elfros	Elrose
Endeavour	Ernfold	Esterhazy
Fairlight	Foam Lake	Forget
Francis	Frontier	Gainsborough
Gerald	Glaslyn	Golden Prairie
Goodsoil	Goodwater	Govan
Grand Coulee	Grenfell	Hafford
Hague	Hanley	Harris
Hazenmore	Hepburn	Heward
Hodgeville	Hubbard	Hudson Bay
Humbolt	Ile A La Crosse	Imperial
Indian Head	Ituna	Kamsack
Kelvington	Kenaston	Kendal
Kenosee Lake	Kerrobot	Kincaid
Kipling	Kisbey	Krydor
Kyle	La Loche	Laird
Lake Lenore	Lampman	Lang
Langenburg	Lanigan	Lashburn
Leader	Lemberg	Leoville
Liberty	Limerick	Lintlaw
Lipton	Lloydminster	Loon Lake
Loreburn	Lucky Lake	Lumsden
Luseland	Maidstone	Major

Mankota  
 Marsden  
 Maymont  
 Medstead  
 Midale  
 Moosomin  
 Mossbank  
 Neville  
 North Portal  
 Olser  
 Pennant  
 Pierceland  
 Ponteix  
 Prince Albert  
 Qu'Appelle  
 Redvers  
 Riverhurst  
 Rouleau  
 Sceptre  
 Shackleton  
 Smiley  
 Springside  
 Stenen  
 Sturgis  
 Tugaske  
 Val Marie  
 Vonda  
 Waldeck  
 Webb  
 Wilkie  
 Wood Mountain  
 Young

Mantario  
 Marshall  
 Meadow Lake  
 Meota  
 Milestone  
 Morse  
 Naicam  
 Nokomis  
 Odessa  
 Oxbow  
 Pense  
 Pinehouse  
 Porcupine Plain  
 Prud'homme  
 Quinton  
 Richard  
 Rocanville  
 Rush Lake  
 Sedley  
 Shell Lake  
 Southey  
 Spy Hill  
 Stewart Valley  
 Tantallon  
 Turtleford  
 Vanscoy  
 Wadena  
 Waldheim  
 Welwyn  
 Willow Bunch  
 Yellow Grass  
 Zealandia

Marengo  
 Martensville  
 Meath Park  
 Mervin  
 Montmartre  
 Mortlach  
 Neudorf  
 Norquay  
 Ogema  
 Paddockwood  
 Perdue  
 Plenty  
 Preeceville  
 Punnichy  
 Radisson  
 Richmond  
 Rosetown  
 Saskatoon  
 Semans  
 Shellbrook  
 Spiritwood  
 St. Walburg  
 Strongfield  
 Theodore  
 Unity  
 Viscount  
 Wakaw  
 Watrous  
 Wilcox  
 Wiseton  
 Yorkton  
 Zenon Park