



Board of Directors
Regina Public Interest Research Group Inc.
222 Riddell Centre
Regina, SK

RE: RPIRG Budget for Fiscal Year Ending on April 30, 2026

I am pleased to present the Regina Public Interest Research Group's (RPIRG) budget for the 2025–2026 fiscal year. At RPIRG, every dollar we spend reflects our core commitment to providing students with the resources to become active citizens through *research, education, and action*. This year's budget demonstrates our ongoing commitment to supporting University of Regina students with the tools, funding, and opportunities they need to engage meaningfully with their communities and drive meaningful change. Through direct financial support, capacity building, and community partnerships, we continue to empower students to lead, organize, and make a lasting impact both on campus and beyond.

This year's budget also reflects the growth and strength of our organization. Despite being operationally small, RPIRG continues to invest in our human resources, governance, and program and service delivery. All of these investments result in high-impact and meaningful returns, and we hope to continue building on the path we're on.

As a student-run, student-funded organization dedicated to social and environmental justice, RPIRG works every day to ensure our members are supported in learning, organizing, and taking action. Whether it's launching a campaign, hosting a workshop, responding to crisis, or contributing to ameliorating social issues, RPIRG is committed to help students bring their ideas to life.

BUDGET SUMMARY

The budget model used is a modified cash-based model. It takes a conservative approach and excludes any unconfirmed or miscellaneous income. Overall, the



2025/2026 budget estimates \$412,886.22 in revenue and \$407,515.56 in expenses, resulting in a surplus of \$5,370.66. The revenue consists of the following:

Type	Amount	%
Student Levy Fee	\$325,078.22	78.73
Grants and Sponsorship	\$86,768.00	21.01
Membership	\$140.00	0.03
Button Maker Income	\$400.00	0.10
Interest and Other income	\$500.00	0.12
Total Revenue	\$412,886.22	

The expenses are consisting of the following:

Type	Amount	%
Board of Directors	\$13,934.02	3.42
Salaries and Benefits	\$194,648.64	47.76
Grant Funding	\$138,000.00	33.86
Programs and Events	\$47,000.00	11.53
Admin & Office	\$9,482.90	2.33
Communication and Outreach	\$4,450.00	1.09
Total Expenses	\$407,515.56	

RPIRG's expenses are budgeted in accordance with our strategic plan and based on our mission and vision. We are the only student group on campus who budget a big portion of our revenue in direct student funding. Off all the student fees we receive, we budgeted over 42% in grant funding, from \$65,000 to \$138,000 —doubling our support for student-led initiatives, emergency bursaries, working groups, and community-based



research projects. This includes specific support for racial justice work, urgent student needs, and grassroots student and community action orientated initiatives.

REVENUE

RPIRG's primary source of funding comes from our student members. As one of the student centres established under the umbrella of the University of Regina Students' Union (URSU), RPIRG receives its funding through a student-approved levy. When RPIRG was founded, URSU members voted affirmatively to implement this levy to support our operations. URSU collects its membership fees from students and transfers a portion to RPIRG in accordance with our *Service and Support Agreement*. This transfer is based on eligible enrolment numbers and the RPIRG membership fee per semester. RPIRG does not collect fees from students enrolled in off-campus university classes, that includes out of Regina Nursing, FUniv, and other satellite campus students. However, RPIRG continue to serve those members in many capacities including providing access to our grant funding program. We have been consistently supporting off campus students with emergency bursaries and supporting student groups like Saskatoon Social Work Student Society and Saskatoon Nursing Student Society.

A. STUDENT LEVY FEE— 2025/2026

We are projecting to receive \$325,078.22 in student levy fee for both fall and winter semester combined, that is 78.73% of total revenue. In the 2024–2025 fiscal year, our levy was set at \$7.66 per student per semester. Although RPIRG operates year-round, we only charge students during the Fall and Winter semesters. Our fee is indexed to the Consumer Price Index (CPI), and for the current year, it is projected to increase by 2.9%. However, due to the University of Regina's decision to withhold URSU's student fee revenue since January 2025, RPIRG has not received the fees collected during the Winter 2025 semester. As such, our student levy income is based on the Fall 2024 fees received, using the enrolment figures provided by URSU. To prevent any financial downfall, we have taken a conservative approach by not projecting any increase in enrolment.



B. GRANTS AND SPONSORSHIP

In the 2025–2026 fiscal year, RPIRG is projected to receive \$86,768.00 in external funding, representing 21.01% of our total revenue. This remains the highest proportion of non-student levy revenue among similar size student organizations on campus. With new internal capacity this year, we plan an increase of approximately \$25,000 in external revenue in the next fiscal year.

RPIRG is deeply grateful for the ongoing support we receive from URSU, the University of Regina, the Government of Canada, and the University of Regina Women's Centre. Funding from the Government of Canada through the Canada Summer Jobs program allows us to hire seasonal summer students to maintain and deliver our summer and fall programming. A \$15,000 grant from URSU helps offset difference in staffing costs in our garden and supports event programming. Additionally, a \$10,000 grant from the University of Regina Facilities Management directly supports the salary of our Garden Coordinator.

Although RPIRG is not primarily responsible for maintaining emergency bursaries, we have continued to offer them in response to strong needs within our members. These bursaries fill gaps from other emergency supports available on campus, such as the URSU Emergency Bursary and the University of Regina Emergency Bursary. RPIRG's emergency bursaries focus on supporting the most vulnerable students, including students of colour, single mothers, and Indigenous students. We are especially grateful to the Women's Centre for their generous \$20,000 contribution to this program.

Type	Amount
Government of Canada — Summer Job	\$18,768.00
University of Regina — Facilities Management	\$10,000.00
U of R Women Centre	\$20,000.00
University of Regina Students' Union	\$15,000.00
U of R Sustainability Office	\$3,000.00
Event Sponsorship	\$20,000.00
Total Grant and Sponsorship	\$86,768.00



EXPENSES

Our expenses for this fiscal year are projected to increase by \$144,876 compared to last year, bringing the total to \$407,515.56. This is a planned increase aimed at increasing our internal capacity and providing more support to our membership. All of the additional spending directly benefits our members. We are a human-dependent organization, with much of our services and programs relying on people. However, we continue to remain highly cost-effective when measured against our cost-per-service delivery ratio.

A. BOARD OF DIRECTORS

We continue to invest in our Board of Directors. Since last fiscal year, we have increased professional development funds to \$500 per member, which allows members to develop their professional skills. We also spend a significant portion of money training our Board to prepare them to make better decisions and prepare them for future opportunities. We also spend \$2,700 for Boardable—a board management software—to assist Board members in facilitating Board decisions and discussions with ease.

With our renewed governance model, our election has some expenses to reimburse candidates for any costs incurred during campaigns and to pay a student an honorarium (\$500) to sit on the Election Committee. The Board also spends a little over \$2,200 to pay for D&O Insurance and Commercial Pack Insurance to protect the organization from any accidental losses.

Meetings	\$1,500.00
Board Meeting Portal	\$2,700.00
Professional Development	\$2,000.00
Training	\$3,000.00
D+O and Comm Pack Insurance	\$2,234.02
Annual General Meeting	\$1,500.00
Elections	\$1,000.00
Total Board of Directors	\$13,934.02



B. SALARIES AND BENEFITS

The majority of our expenses are for our human resources, but it is still under 48%, with a total of \$194,648.64. This is the lowest percentage of expenditure compared to total revenue among any student organization on campus, certainly from other student centres, despite a significant increase this year. There is an increase of over \$45,000 from last fiscal year. The increases this year are due to the addition of 3 positions: one permanent part-time Administrative Assistant, and two full-time summer students. Our operation has increased over the last couple of years; therefore, it was no longer possible for the Executive Director to take care of all the administrative work. The new Admin role will assist in maintaining our grant funding, support the Board of Directors, and provide administrative support to our Executive Director. Two more summer job inclusions will assist with summer research and the Green Patch Garden.

RPIRG currently employs 1 full-time permanent staff, 1 full-time contractual staff, 2 permanent part-time staff, and 5 full-time seasonal summer staff—a total of 9 staff throughout the year. We also will host two interns in Fall 2025 and Winter 2026, respectively.

Breakdown of salaries, payroll taxes and benefits are:

Salaries	\$170,383.10
EI	\$3,624.45
CPP	\$9,517.59
Vac Pay	\$1,735.50
Health Benefit	\$5,000.00
Transportation Benefit	\$2,250.00
RRSP	\$1,860.00
WCB	\$278.00
Total Salaries and Benefit	\$194,648.64



Another reason for the increase in salaries is our change in the pay scale. Up until this year, we were using the pay scale adopted in 2018. Since 2018, a lot has changed in the world and the cost of living has gone up; therefore, we had to adjust accordingly. RPIRG's core value is to pay our staff a minimum living wage. In accordance with our Human Resource policy, the Executive Director must be paid double the minimum wage of the province; therefore, the adjusted starting salary for the Executive Director is now \$30. We have adjusted our pay scale in accordance with research data and a report from *Charity Village Canada*.

RPIRG's current pay-scale:

Position	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6		Step 7		Step 8		Step 9		Step 10	
	Hourly	Annually	Hourly	Annually	Hourly	Annually	Hourly	Annually	Hourly	Annually	Hourly	Annually	Hourly	Annually	Hourly	Annually	Hourly	Annually	Hourly	Annually
Executive Director	\$30.00	\$54,600.00	\$31.20	\$56,784.00	\$32.76	\$59,623.20	\$34.40	\$62,604.36	\$36.12	\$65,734.58	\$38.28	\$69,678.65	\$40.58	\$73,859.37	\$43.02	\$78,290.93	\$45.60	\$82,988.39	\$48.33	\$87,967.69
Outreach and Events Coordinator	\$22.50	\$29,250.00	\$23.18	\$30,127.50	\$24.10	\$31,332.60	\$25.07	\$32,585.90	\$26.07	\$33,889.34	\$27.37	\$35,244.91	\$28.74	\$36,654.71	\$30.18	\$38,120.90	\$31.69	\$39,645.73	\$33.27	\$41,231.56
Administrative Assistant	\$21.60	\$22,464.00	\$22.25	\$23,137.92	\$23.14	\$24,063.44	\$24.06	\$25,025.97	\$25.03	\$26,027.01	\$26.03	\$27,068.09	\$27.07	\$28,150.82	\$28.15	\$29,276.85	\$29.28	\$30,447.92	\$30.45	\$31,665.84
Garden Coordinator	\$21.60	\$33,696.00	\$22.25	\$34,706.88	\$23.14	\$36,095.16	\$24.06	\$37,538.96	\$25.03	\$39,040.52	\$26.03	\$40,602.14	\$27.07	\$42,226.23	\$28.15	\$43,915.28	\$29.28	\$45,671.89	\$30.45	\$47,498.76
Summer Students	\$21.60	\$33,696.00	\$22.25	\$34,706.88	\$23.14	\$36,095.16	\$24.06	\$37,538.96	\$25.03	\$39,040.52	\$26.03	\$40,602.14	\$27.07	\$42,226.23	\$28.15	\$43,915.28	\$29.28	\$45,671.89	\$30.45	\$47,498.76

Our salary increases are based on inflation rate and retention policy. Our pay scale remains competitive compared to similarly sized organizations and includes consistent year-over-year increases to align with the cost of living. The Executive Director receives a 4% annual increase, or an increase matched to the Consumer Price Index (CPI), whichever is greater, after completing their first year. From years 2 to 5, the increase is 5% or matched to CPI, whichever is greater. Starting in year 6, the increase rises to 6% annually. For all other positions, there is a 3% increase, or matched to inflation, whichever is greater, after the first year. From years 2 to 5, employees receive a 4% annual increase, and beginning in year 6, the increase rises to 5%. While the Executive Director may remain employed for more than five years, other positions are typically held by active students and rarely exceed three to four years of employment.



% increase year over year:

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Executive Director		4%	5%	5%	5%	6%	6%	6%	6%	6%
Outreach and Events Coordinator		3%	4%	4%	4%	5%	5%	5%	5%	5%
Administrative Assistant		3%	4%	4%	4%	5%	5%	5%	5%	5%
Garden Coordinator		3%	4%	4%	4%	5%	5%	5%	5%	5%
Summer Students		3%	4%	4%	4%	5%	5%	5%	5%	5%

RPIRG does not offer a bonus structure, but we provide limited benefits to attract young talent and retain them within the organization for as long as they remain students. Until this year, RPIRG consistently operated with one full-time and one part-time staff member. Despite our small team, the investments we make in our staff have resulted in highly effective and efficient program delivery. This is reflected in the value of our services and the consistent positive feedback we receive from our members and community partners.

Current Benefit Structure:

	Health Benefit/Year	Transportation Benefit/Year	RRSP/Month
Executive Director	\$2,000.00	\$450.00	\$155
Outreach and Events Coordinator	\$1,000.00	\$350.00	
Administrative Assistant	\$1,000.00	\$350.00	
Garden Coordinator	\$1,000.00	\$350.00	
Summer Students	-	\$150	



C. GRANT FUNDING

RPIRG continues its commitment to providing students with funding to turn ideas into action. We have significantly increased our budget for this purpose, allocating a total of \$138,000. We currently provide funding through our Large Community Services Grant, offered in both the regular and racial justice categories. Large grants are awarded based on our funding policy and approval matrix to eligible applicants. Our approval rate for large grants remains around 90%—the highest rate among all student grants available on campus, and one of the highest in Canada. Successful applicants can receive between \$300 and \$5,000. We also offer microgrants in both regular and racial justice categories, with each recipient eligible to receive up to \$200. Both large and microgrants support projects, events, training, conferences, and research initiatives.

We also expanded our Emergency Bursaries program, with \$25,000 budget this fiscal year, each applicant is now eligible to receive up to \$400 per year to cover eligible cost during the time of need. Previously, we awarded \$100 to single and \$200 to student with additional family members.

In addition to these grants, RPIRG supports seven autonomous groups, called Working Groups, in operating their ongoing initiatives. This year's budget includes funding for one additional Working Group. Currently, we have received three new Working Group applications, all of which have been approved based on our funding policy and competitive approval matrix.

The budget also provides research grants to four eligible university researchers whose projects aim to advance community action. These grants not only support community-driven research but also create student employment opportunities on campus. Finally, this budget supports our ongoing partnerships with external organizations. We are allocating:

- \$7,000 to the Nonprofit & Voluntary Sector Studies Network (NVSSN) to support community engagement research and experiential learning;
- \$5,000 to the Regina Horticultural Society to contribute to the GRIN Grant, which awards community groups working to maintain and expand community gardens in Regina;
- \$5,000 to Creative Options Regina to support programming for people with significant and enduring disabilities.



Breakdown of Grant Funding

Large Grant— Regular	\$40,000.00
Large Grant—Racial Justice	\$20,000.00
Microgrants— Regular	\$5,000.00
Microgrants— Racial Justice	\$5,000.00
Emergency Bursaries	\$25,000.00
Community Action Projects	\$12,000.00
Working Groups	\$12,000.00
Discretionary	\$2,000.00
Other Funding— GRIN, NVSSN, COR	\$17,000.00
Total Grant Funding	\$138,000.00

D. PROGRAMS AND EVENTS

RPIRG offers stable programming and events throughout the year. We continue to maintain the campus community garden—the largest single-handedly maintained community garden in Regina—which donates 100% of its produce. Our garden program is widely praised and continues to benefit our members and the broader community. With the increased budget this year, we plan to increase our production by at least 20% and garden events and outreach efforts by at least 40%.

We have also introduced a new program, *Planting It Forward*, a multi-day free seed giveaway event. This past winter, we distributed over 9,000 packets of seeds to more than 1,000 Regina residents. This program directly benefited our members, staff and faculty at the University of Regina and wider Regina residents. By creating partnership with *West Coast Seeds* and *T & T Seeds*, we were able to save about \$27,000 out of pocket costs for our program beneficiaries.

This budget invests further in our regular event programming, including our fall *Dis-Orientation Week*, *Winter Power Up* workshops (formerly known as the *Apathy into Action* Conference), and various other events throughout the year. It also includes funding for a one-time event, *Beyond Borders*, which aim to celebrate diversity and directly address racism and oppression on campus.



REGINA PUBLIC INTEREST RESEARCH GROUP
221 RIDDELL CENTRE, UNIVERSITY OF REGINA

BUDGET 2025/26

For fiscal year ending on
April 30, 2026

Breakdown of Programs and Events:

Green Patch and Orchard Garden	\$10,000.00
Dis-Orientation Week	\$2,000.00
Planting It Forward	\$3,000.00
Winter Power Up	\$2,000.00
Beyond Borders	\$25,000.00
Other events	\$5,000.00
Total Programs and Events	\$47,000.00

Other expenses, such as \$9,482.90 for Admin and Office, are budgeted to cover our operating costs. I hope this budget fulfills our mission and goals for the organization in this fiscal year. You will receive quarterly reports on the Cash Flow Statement, Budget vs. Actuals, and Balance Sheet during scheduled Board meetings.

Respectfully Submitted by
Tayef Ahmed, Executive Director