

Table of Contents

	<i>Page Number</i>
President's Report	3
Executive Director's Report	6
Auditor's Report	8
Registrar's Report	13
CASW Representative Report	16
<i>Committee/Task Team Reports</i>	
Aboriginal Social Workers Task Team Report	18
Discipline Resource Pool Report	19
Education Committee Report	20
Health Services Task Team Report	22
Legislative Review Committee Report	23
Mentorship Committee Report	24
Practice Ethics Committee Report	25
Professional Conduct Committee Report	26
Public Relations Committee Report	27
Standards of Practice Committee Report	28
Scholarship Task Team Report	29
Social Justice Committee Report	30
Volunteer Development Committee Report	32
<i>Branch Reports</i>	
Battlefords Branch Report	33
Northeast Branch Report	34
Prince Albert Branch Report	35
Regina Branch Report	36
Saskatoon Branch Report	37
Swift Current Branch Report	38
Yellowhead East Branch Report	39

SASW Council/Advisory Board Listing - 2008

<i>Council Members</i>			
President	Jim Walls, North Battleford	Members at Large:	Susan Luedtke, Prince Albert Victoria Walton, Saskatoon Hazel Berg, Melfort
Past President	Debra Wiszniak, Regina	Pubic Representative:	Doug Stewart, Regina
Treasurer	Debra Wiszniak, Regina		
Secretary	Myrna Pitzel, Regina		

<i>Council Appointments</i>			
Registrar	Joyce Reid, Regina Bill Tingley, Regina	CASW Board	Marlene Chatterson, Saskatoon
Senate-University of Regina	Grace Jasper, Regina		

<i>Committee/Task Team Chairpersons</i>			
Aboriginal Social Workers Task Team	Hazel Berg, Melfort	Professional Conduct Committee	Carole Bryant, Regina
Discipline Resource Pool	Terri Woods, Regina	Public Relations Committee	Roxane Schury, Saskatoon
Education Committee	Ray Pekrul, Regina	Standards of Practice	Bernie Holzer, Saskatoon
Health Services Task Team	Wanda Miller, Weyburn	Scholarship Task Team	Marlene Glettler, Regina
Legislative Review	Geoff Pawson, Regina	Social Justice Committee	Kirk Englot, Regina Judy White, Saskatoon
Mentorship Committee	Vacant	Volunteer Development Committee	Tom Seeley, Yorkton
Practice Ethics Committee	Marcia Clark, Saskatoon Joanne Schenn, Prince Albert		

<i>Branch Representatives</i>			
Battlefords	Brenda Zulynik	Saskatoon	Erin Beckwell
Northeast	Lucie Dmyterko	Swift Current	Patti Wilson
Prince Albert	Nicole Rancourt	Yellowhead East	Colleen Valuck
Regina Branch	Dianne Allen		

President's Report.....

It is my pleasure to report to the members at the conclusion of the Association's year. The President of SASW serves a two year term, in addition to one year terms as President-elect and Past President. This report will mark the mid-point in that cycle for me. The Annual Report you hold in your hands contains a very comprehensive review of the Association during the past year; both financial and in terms of activities which have advanced the goals of our strategic plan, and the Vision and Mission Statements.

The 2008 provincial conference was held in Saskatoon, organized and hosted by the Saskatoon Branch. My thanks to the Chair, Darlene Chalmers, and her planning group. It was particularly noteworthy that the conference attracted a larger than usual number of non-members and social work students. Every opportunity we have to accurately inform our colleagues and students about SASW, strengthens the organization and promotes the profession.

As the year ends, we look forward to the 2009 conference in Yorkton, and acknowledge the many hours of planning and organization already invested by the Yellowhead East Conference Chairperson, Eileen Zarowny, and the planning committees. Thanks and best wishes for offering what promises to be a stimulating and enjoyable conference.

In May 2008, I attended the bi-annual Canadian Association of Social Workers (CASW) National Conference in Toronto. The theme of the conference co-hosted by the Ontario Association of Social Workers, the Canadian Association of Social Work Education with the Support of CASW was *Human Rights in a Diverse Society*. CASW holds its Annual Meeting in conjunction with the conference and this was my first opportunity to get together with the presidents of the other eight provincial associations that are members of CASW. National meetings dealt with some fundamental issues facing the various provincial bodies. Some of these included the role of a national body; the reasonable expectations of the member associations; the effectiveness of the CASW in advancing issues of social justice and the structure and accountability of a national organization of social work associations. These discussions are ongoing, but I believe it is necessary for each individual to make him or herself aware of what the CASW does and how we as a member organization should contribute to an entity that could provide a strong national voice for the profession.

SASW has acknowledged the looming crisis in child welfare in the province, particularly as it relates to human resources and qualified social workers. We have entered into a partnership with the University of Regina, Faculty of Social Work, and the Ministry of Social Services to strengthen education, recruitment and retention of social workers to the field, and in particular, to the rural and remote areas of the province.

At the 2008 Annual General Meeting, the SASW membership approved new versions of the Mission and Vision Statements. In addition we approved a statement of Values and Principles which accompany and support the Mission and Vision. At that time I stated it was my hope the statements would continue to be living documents that would guide the actions of the Association.

Our Vision Statement is aspirational; it encapsulates our hopes for the future, and directs our efforts toward those goals:

We aspire to a Saskatchewan where social policies reflect the values and principles of social justice.

It is our aim to influence and shape social policy on a number of fronts and by various strategies. The lead in this area is taken by the Social Justice Committee which has been very active in researching and responding to Income assistance reform, anti-poverty strategies, community development and equity concerns, child welfare consultations and in supporting work on health disparities in the Saskatoon Health Region. SASW is establishing a relationship with the Minister of Social Services as well as her senior advisors, not only relating to our desire for legislative changes affecting the social work profession, but with respect to the larger issues of poverty, inequality, and justice. We are aware of the political realities in our province and nation, and we understand better than most, the impact uncertain economies and financial retrenchment have on the marginalized in our society. SASW continues to advocate with our partners to promote the interests of all the citizens of Saskatchewan. I am pleased that we have been able to respond in a timely way to public issues and trust that

our provincial efforts will encourage and stimulate branches and individual members to persist in efforts to keep important issues before the public, and policy decision makers.

We aspire to a Saskatchewan where all social work practice in the province is accountable through regulation.

As many of you will know, SASW has worked very hard for over six years to advance changes in provincial legislation which would secure ownership of social work practice and lead to mandatory registration for individuals practicing social work in Saskatchewan. Our goal has been to have the mandate to regulate all social work practice in order to ensure the highest quality service and to protect the public. This initiative has been lead by the Legislative Review Committee, chaired by Geoff Pawson. It has become evident to SASW, through direct communication with the Minister, her Deputy and other Ministry staff that currently there is no traction for our proposals. On the other hand, we have received positive responses to the proposal for an employer-driven requirement for qualified Ministry staff. Council has agreed to the following:

Place a hold on our pursuit of ownership of social work practice, and review the potential for re-engaging this project in one year.

Release the Legislative Review Committee from its responsibilities.

Communicate with the Ministries of Social Services and Corrections and Public Safety on the matter of initiating an employer-driven requirement of registration of qualified staff.

This represents a fundamental shift in our approach to legislative change and the regulation of practice. While we have acknowledged that the current political climate may not be conducive to ownership of practice, we should remember that the past six years of meetings and proposals have yielded very little, apart from raised expectations. Having said that, we owe a great debt of thanks to the members of the Legislative Review Committee who have been tireless in their efforts to advance our agenda over a long period of time. Shifting our focus to Ministries that employ social workers, particularly when there appears to be a will to move in a direction that SASW would endorse, may bring us closer to the goal of having those who practice social work in the province registered with SASW and ultimately further our goal of moving our legislation toward protection of practice

We aspire to a Saskatchewan where all social workers are supported in their practice.

We continue to provide training on the Code of Ethics (2005) for all members. This process, with the goal of fostering and developing a "Culture of Excellence" among our members will continue throughout the next few years. I hear from members that what might be viewed as an obligation, may be more correctly seen as an opportunity to strengthen each other. Branch activities are another opportunity for members to support each other in their work, and Branch members can be rich and valuable resources in that process. The SASW continues to offer a timely, confidential practice ethics consultation service to members. The annual conference, as well as other educational events all serve to build capacity for individuals and strengthen us as a profession.

We aspire to a Saskatchewan where the profession is regarded by the public as an important contributor to human and social well-being.

If you hope to influence someone, you must first learn how to reach them. As professionals, we know a great deal about communicating with people. It seems we know less about communicating with "the public". Our message may be important, well-informed, relevant and timely, but if it fails to impact the target audience our efforts have been in vain. SASW has embarked on training in media relations in order to increase our competence and enhance our ability to communicate our message effectively.

In order to be seen as valuable, we must first value ourselves. This is true for persons and for organizations. For me, the first step in valuing myself as a professional is to declare to anyone who might need to know, "I am a social worker". Not a counselor, or a facilitator, not a mediator or a teacher; a social worker. You may do some, many or all of those things, but you are a social worker. If you don't hold esteem for that, why would anyone else?

My thanks to the countless members of SASW who support the organization and the profession with their efforts - efforts which are often taken for granted. A particular thanks to the members of SASW Council, especially those who have accepted additional responsibilities during a year of change. Also my thanks to the members of the Advisory Board. This board is a vital link between the elected Council and your branch, your task teams/committees, and you as a member. I wish to thank and recognize the work of our staff. Debb Fisher is an exceptionally dedicated and motivated Office Administrator. To our Registrar on leave, Joyce Reid, my wish for a speedy and complete return to health, and my thanks to Bill Tingley for stepping into the breach. Finally I want to recognize Executive Director, Richard Hazel, for his exemplary work with every committee/task team, with Council and the Advisory Board. His knowledge of provincial, national and international social work matters and his ability to bring people and ideas together are a combination that serves SASW very well.

We began the year with bright economic prospects and booming markets. And yet we, as social workers warned that there was a danger that the most vulnerable could be left behind. We end the year with what is described as the most pressing economic crisis in generations, and our concerns and warnings remain the same. Perhaps the danger is increased. In hard times, we need to ensure that the poor, the displaced, and the marginalized are not forgotten by communities and the governments.

Respectfully submitted: Jim Walls, MSW, RSW (Sask.)

2008 was another interesting and productive year that saw some dynamic shifts and developments in the context within which we operate as a professional regulation and support organization:

Internationally, SASW joined in membership with the Association of Social Work Boards by the 10th Canadian province – Newfoundland/Labrador.

Nationally, there were three major shifts: First, there were some challenges confronted by our national association, CASW, at a time when there has never been more effort put toward achieving internal cohesion within the profession between regulators, professional support organizations and educators. Second, there was the development of a Canadian Council of Social Work Regulators with six of our jurisdictions already signing on to the new organization as the year drew to a close. Third, the premiers and their federal counterparts decided at their July meeting to amend the Agreement on Internal Trade (AIT) to push through a set of changes designed to create considerably greater access to movement between jurisdictions for all professionals, than that created by the earlier development of Mutual Recognition Agreements by all professions.

Provincially, we re-formed relationships with our parent Ministry, Social Services, as Allan Hansen became the new Deputy Minister and Glenda Francis became our new Ministry contact-person. In April, SASW met with the Honorable Donna Harpauer, Minister of Social Services, to introduce her to SASW and to raise with her our proposal to add practice ownership to *The Social Workers Act*.

As was reported last year, the profession of social work was later in the process of developing an Mutual Recognition Agreement (MRA), having signed off in June, 2007. In response to the MRA, SASW determined there were three areas where our legislation was not in compliance with the commitments we made by signing off for our jurisdiction. They were:

1. Section 21 of *The Social Workers Act* did not permit reception here of those grandparented into registration elsewhere.
2. Section 21 did not permit reception here of those admitted into registration elsewhere through their education and experience being assessed to be equivalent to a Bachelor of Social Work (BSW) degree.
3. Our *Act* contained no ability to receive here those who could be registered temporarily or conditionally, and thus be received for employment by an employer who requires registration, while full registration requirements are met.

In good faith, SASW worked with the Ministry of Social Services to develop amendments to the *Act* to bring the above-noted provisions in line with the MRA. The amendments were approved by the Legislature in April, 2008. They will take effect after the by-laws to enable them being presented to this Annual General Meeting, are approved. Therefore, it is expected that proclamation will occur in late May, 2009 at the point the by-laws are forward for final approval by our Minister.

With the changes to the Agreement on Internal Trade (AIT) described above, key considerations for us will be that for our profession, the MRA set the entry-level credential as the BSW degree. We are in the process of examining this issue with our colleagues in other provinces, and have each planned to put forward what is called a "legitimate objective" specifying free access to mobility for those holding a BSW or above, and therefore maintaining the BSW as the national entry credential, in the public interest. Alberta and Saskatchewan allow application for registration and licensure from those holding sub-BSW credentials. For SASW, it is the Certificate in Social Work (CSW) and for Alberta it is a diploma issued through three community colleges. In each case, the arrangement is local in nature and in each case other provinces will be applying to limit mobility for these licensed members.

I am very pleased to report that by later in the year, we could say that we now have a complete policy manual. The latest inclusion was a section on association operations that joins sections on member registration and personnel policies and procedures. Each of our policies have review dates on them, and we will now be turning to the task of reviewing the policies and procedures for member registration.

In the spring, SASW joined other associations in running the Quality of Work Life Survey that was developed in Ontario by Beverly Antle and her colleagues there. As you may recall, the task was to explore and describe the practice and life challenges and opportunities for our profession. As the year ended, a steering committee, composed of Debra Wiszniak, Douglas Stewart and me, were to the point of reviewing the data being analyzed by a researcher that had been retained to put together the report on the survey. This researcher is Michael Saini, the same individual that did this work for the Ontario Association of Social Workers.

Our long-term effort continued in 2008 to address the loss to social work of the ability to use diagnostic tools and communicate a concluded diagnosis reached by a qualified social worker. Last year's report gave a detailed update on this work, and ended with the information that the College of Psychologists had acknowledged that "The public would be much better served by the SASW having the ability to deal directly with the licensing and regulating of social workers who are competent to communicate a diagnosis." This conclusion was given over to the newly named Ministries of Health and Social Services with the request that they propose mechanics of resolution. The only progress this year was a proposal that went only to the College of Psychologists, proposing changes to their Act that they determined were too broad. The matter has been referred back to government and we await their call.

Thanks are also due to your dedicated newsletter Editorial Board for 2008: Ailsa Watkinson, Lorelee Manning, Ruth Mireau, Rick Yachiw and Debb Fisher. Your newsletter continues to be published three times each year – February, June and November. We continue to enjoy terrific support from this group, and the Editorial Board again thank the many members who have made contributions throughout the year.

From mid-November to the end of the year, we were without the very capable support of Joyce Reid, the Registrar, who had been appointed by Council September 1st. Joyce had to temporarily leave her duties for health reasons and I want to wish her the very best for a full and complete recovery. Bill Tingley, our immediate past-Registrar, agreed late in the year to accept the reappointment of Council as Registrar during the period of Joyce's convalescence. You will see Bill's report elsewhere in these pages. Thank you, Joyce and Bill.

I offer thanks and gratitude to those in our membership who have stepped up to the many areas that need leadership and effort. It is always inspiring to see the contribution that is made by a large group of committed professionals within the Association. I also want to acknowledge the thoughtful guidance and reflection provided by our President, Jim Walls, and I do look forward to another year of that relationship. Finally, I cannot over-emphasize the ability and amazing work ethic brought to the organization by Debb Fisher. Before the year begins, Debb has mapped out everything that needs to be done to ensure we are accountable and current as an organization and if any of us forgets what we need to be doing; Debb can be counted upon for a gentle reminder.

Respectfully submitted: Richard Hazel, MSW, RSW (Sask.)

NIGEL A. CROOK
CHARTERED ACCOUNTANT

124-2001 Cornwall Street □ Regina, Saskatchewan □ S4P 3X9
Phone (306) 352-3920 Fax 352-3931

AUDITOR'S REPORT

To the Members of
Saskatchewan Association of Social Workers

I have audited the statement of financial position of Saskatchewan Association of Social Workers as at December 31, 2008 and the statements of operations and unrestricted net assets and changes in financial position for the year then ended. These financial statements are the responsibility of the organization's management. My responsibility is to express an opinion on these financial statements based on my audit.

Except as explained in the following paragraph, I conducted my audit in accordance with generally accepted auditing standards. Those standards require that I plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In common with many membership organizations, the Association derives revenue from various programs and activities the completeness of which is not susceptible to satisfactory audit verification. Accordingly, my verification of these revenues was limited to the amounts recorded in the records of the Association and I was not able to determine whether any adjustments might be necessary to revenues, increase in fund balance, assets and fund balance.

In my opinion, except for the effect of adjustments, if any, which I might have determined to be necessary had I been able to satisfy myself concerning the completeness of the revenues referred to in the preceding paragraph, these financial statements present fairly, in all material respects, the financial position of the organization as at December 31, 2008 and the results of its operations for the year then ended in accordance with generally accepted accounting principles.

Nigel Crook FCA
February 10, 2009

**SASKATCHEWAN ASSOCIATION OF SOCIAL WORKERS
STATEMENT OF FINANCIAL POSITION**

DECEMBER 31, 2008

	<u>2008</u>	<u>2007</u>
CURRENT ASSETS		
Bank accounts	\$ 43,776	\$ 50,817
Short-term deposits – representing deferred revenue liability	288,910	273,012
– other	<u>139,979</u>	<u>67,010</u>
	472,665	390,839
Accounts receivable	3,334	3,490
Prepaid expenses	<u>500</u>	<u>500</u>
	476,499	394,829
CAPITAL ASSETS - Note 3	<u>153,433</u>	<u>159,839</u>
	<u>\$ 629,932</u>	<u>\$ 554,669</u>
CURRENT LIABILITIES		
Accounts payable	\$ 4,706	\$ 3,005
Deferred revenue - Note 2	<u>288,910</u>	<u>273,012</u>
	293,616	276,017
NET ASSETS		
Net assets invested in capital assets - Note 5	153,433	159,839
Unrestricted net assets	<u>182,883</u>	<u>118,813</u>
	336,316	278,652
	<u>\$ 629,932</u>	<u>\$ 554,669</u>

SASKATCHEWAN ASSOCIATION OF SOCIAL WORKERS

**STATEMENT OF OPERATIONS
AND UNRESTRICTED NET ASSETS**

FOR THE YEAR ENDED DECEMBER 31, 2008

	2008	2008 <i>Budget</i>	2007
REVENUE			
Membership Fees	\$321,454	\$311,000	\$ 309,391
Conference	26,760	25,000	13,070
Interest	6,308	5,000	5,892
Workshops	400	100	3,559
Newsletter, Website	4,800	2,010	1,975
Mailing fees	1,100	1,000	1,600
Other fees and revenue	<u>-</u>	<u>50</u>	<u>-</u>
	<u>360,822</u>	<u>344,160</u>	<u>335,487</u>
EXPENDITURES			
Audit and accounting	1,675	1,700	1,562
Awards, honoraria	329	1,100	169
Bank charges	1,163	1,100	1,087
Branch payments	3,868	3,950	3,424
CASW fees	47,036	47,600	46,109
Committee: meetings and travel	23,105	28,900	23,840
training and planning	1,097	3,250	250
Conference - provincial	19,337	25,500	11,177
Contract	10,368	18,000	3,333
Courier	550	800	562
Copier	2,310	2,100	2,081
Depreciation	6,406	7,000	6,947
Insurance	3,663	3,700	3,631
Legal	5,173	19,000	6,616
Miscellaneous	513	100	586
Newsletter	8,829	9,000	8,651
Office supplies/equipment	2,382	4,100	3,984
Postage	8,532	9,800	9,024
Printing and stationery	7,473	7,000	7,588
Property taxes	4,819	4,641	4,452
Special events	942	2,000	6,813
Repairs and maintenance	5,414	6,600	9,971
Salaries and benefits	122,206	125,345	112,600
Staff training	1,267	1,410	585
Telephone	9,137	11,000	9,581
Utilities	2,842	3,000	2,635
Workshop	<u>2,720</u>	<u>11,400</u>	<u>11,112</u>
	<u>303,157</u>	<u>359,096</u>	<u>298,382</u>
EXCESS REVENUES OVER EXPENDITURES	57,665	<u>(14,936)</u>	37,105
UNRESTRICTED NET ASSETS, BEGINNING OF YEAR	<u>278,651</u>		<u>241,546</u>
UNRESTRICTED NET ASSETS, END OF YEAR	<u>\$ 336,316</u>		<u>\$ 278,651</u>

SASKATCHEWAN ASSOCIATION OF SOCIAL WORKERS

STATEMENT OF CHANGES IN FINANCIAL POSITION

FOR THE YEAR ENDED DECEMBER 31, 2008

	2008	2007
OPERATIONS		
Excess of revenue over expenditures	\$ 57,665	\$ 37,105
Items not requiring the use of cash:		
Depreciation not affecting cash	<u>6,406</u>	<u>6,947</u>
	64,071	44,052
Changes in non-cash working capital items		
Accounts receivable	157	(1,147)
Prepaid expenses	-	-
Accounts payable	1,700	481
Deferred revenue	<u>15,898</u>	<u>8,713</u>
	<u>81,826</u>	<u>52,099</u>
INVESTING		
Acquisition of capital assets	<u>-</u>	<u>-</u>
FINANCING		
Repayment of long term debt	<u>-</u>	<u>-</u>
INCREASE (DECREASE) IN CASH	81,826	52,099
UNRESTRICTED CASH, BEGINNING OF YEAR	<u>390,839</u>	<u>338,739</u>
UNRESTRICTED CASH, END OF YEAR	<u>\$ 472,665</u>	<u>\$ 390,839</u>

SASKATCHEWAN ASSOCIATION OF SOCIAL WORKERS

NOTES TO FINANCIAL STATEMENTS

YEAR ENDED DECEMBER 31, 2008

1. DESCRIPTION OF BUSINESS

Saskatchewan Association of Social Workers (SASW) is a corporation dedicated to strengthening and unifying the social work profession through professional standards, education, and addressing issues of social welfare. SASW is continued under *The Social Workers Act* and has accordingly claimed exemption to any income taxes that may be payable on the reported income.

2. ACCOUNTING POLICIES

The financial statements have been prepared in accordance with generally accepted accounting principles and include the following significant accounting policies:

- a) Fixed assets are stated at cost and are depreciated on the diminishing balance basis at the rates indicated ($\frac{1}{2}$ in year of purchase).
- b) Revenue recognition
Membership revenue is allocated to the year it relates to. All other revenue is recorded in the fiscal period it is received. Membership revenue received relating to the next fiscal period is shown as deferred revenue.

3. CAPITAL ASSETS

	<u>Rates</u>	<u>Cost</u>	<u>Accumulated depreciation</u>	<u>Net book value</u>	
				<u>2008</u>	<u>2007</u>
Land	--	\$ 20,000	\$ -	\$ 20,000	\$ 20,000
Building	4%	169,559	39,410	130,149	135,572
Office equipment	20%	22,781	20,764	2,017	2,521
Computer equipment	30%	16,472	15,560	911	1,302
Furniture and fixtures	20%	<u>5,916</u>	<u>5,561</u>	<u>356</u>	<u>444</u>
		<u>\$ 234,728</u>	<u>\$ 67,942</u>	<u>\$ 153,433</u>	<u>\$ 159,839</u>

4. COMPARATIVE FIGURES

Certain of the comparative figures have been restated to conform to current year's presentation. The budget information as provided by management of the Association is included solely for informational purposes.

5. NET ASSETS INVESTED IN CAPITAL ASSETS

Net assets invested in capital assets consists of:

	<u>2008</u>	<u>2007</u>
Capital Assets (net)	\$ 153,433	\$ 159,839
Mortgage payable	-	-
	<u>\$ 153,433</u>	<u>\$ 159,839</u>

Registrar's Report...

Back in the saddle (temporarily). On August 31, 2008, on completing my one year appointment as Registrar and returning to full time retirement, I was delighted to learn that the shoes I was vacating would be more than ably filled by long term associate, Joyce Reid. But life is full of tricks, and we are all concerned that shortly after assuming her responsibilities, Joyce was forced to take temporary leave to deal with a health issue. We all wish Joyce well and trust it will not be long before she returns, sending her temporary replacement back out to pasture. In the meantime, this returnee is enjoying renewing collegial associations and resumption of duties with little sense of interruption.

Some key activities of the past year in the Registrar's realm have included:

Attendance at the Association of Social Work Boards (ASWB) 'Spring Education Meeting' held in Whitefish, Montana, the selected title for this symposium being 'the Intersection of Education and Regulation – and the Challenges'. Thus it was a rich experience meeting with counterparts from jurisdictions south of the border as well as most Canadian provinces, including registrars of professional associations and others engaged in various aspects of social work education. Topics were far ranging. In forums such as this it has become common to hear references to the emergence of testing via written examination as a critical step in achieving social worker accreditation – a growing phenomenon now adopted, or under consideration of adoption, in many jurisdictions. For example, the Alberta College of Social Workers now requires successful completion of the ASWB exam to gain entrance to practice in clinical social work and both Alberta and Ontario are considering adoption of this mechanism on a more general basis as part of entrance requirements for registration in their respective social work associations.

From the annual National Registrar's meeting held in Banff, Alberta which was held from September 18 to September 20, 2008, out of a full agenda of discussion topics, Joyce reported two items of particular note:

- With the recent addition of Newfoundland, all social work regulatory organizations in Canada are now members of the Association of Social Work Boards (ASWB)
 - It is proposed that a national regulatory council for social work be established in Canada. The intent is to provide a strong national voice in matters relating to the practice of social work. At this stage there is just early engagement of questions such as how would this Council relate to CASW, how would this Council relate to ASWB, etc.
- As ex officio member of the Standards of Practice Committee, the Registrar participated over a period of months in discussions leading to strengthening of criteria for inclusion of candidates on the SASW Private Practice Registry. Although practitioners listed on the Registry prior to October 9, 2008 are unaffected, key revisions to qualifying criteria for all candidates applying after that date include:
 - (a) for MSW credentialed candidates:
 - registered social work status (RSW) for at least three consecutive years immediately prior to making application
 - three written references by registered social workers who can provide direct knowledge of the applicant's professional practice
 - (b) for BSW/BISW credentialed candidates:
 - eight or more years of paid, supervised post BSW/BISW social work experience of which 75% of the time must have been supervised social work experience
 - three written references by registered social workers who can provide direct knowledge of the most recent four years of the applicant's professional practice

The following is some statistical information:

Membership Break-Down as at December 31st						
Year	Associate Members	Full Time Members	Part Time Members	Non Practicing Members	Student Members	Total Members
1998	1	608	127	69	44	849
1999	1	658	126	90	44	919
2000	4	660	138	83	58	943
2001	3	682	155	87	48	975
2002	3	736	135	105	68	1,047
2003	4	767	124	109	73	1,077
2004	3	781	132	108	79	1,103
2005	2	797	129	140	93	1,161
2006	2	828	154	138	103	1,225
2007	3	856	151	159	91	1,260
2008	3	895	146	155	86	1,285

2008 Employment Data	Number
Community Based Agencies	59
Health Region	548
Private Practice	96
Ministry of Corrections, Policing & Public Safety	17
Ministry of Justice	14
Ministry of Social Services	69
School Social Worker	56
Non Practicing	155
Other	182
Total	1,196

2008 Gender Data	Male	Female	Total
Full time	146	749	895
Part Time	25	121	146
Non Practicing	18	137	155
Total	189	1007	1,196

Note of Appreciation

It is apparent that the annual surge of renewal of registration activity that occurs toward the end of each November, now progresses more smoothly than has been the case in times past. It seems that by and large we, as a social work community, are "getting the hang of it" in terms of renewal of registration requirements, deadline awareness, and so on (with the odd exception). No doubt this improved environment is appreciated by everyone, and you may be sure it is appreciated here at SASW.

Respectfully submitted: Bill Tingley, MSW, RSW (Sask.)

CASW Representative Report...

2008 was a busy and challenging year for the Canadian Association of Social Workers.

The 2008 National Social Work Conference hosted by the Ontario Association of Social Workers and co-sponsored by CASW and the Canadian Association for Social Work Education in Toronto in May was very successful. Several of our SASW members attended and made presentations as well as attended interest group meetings. The speakers were excellent, the workshops diverse and interesting and the conference organization impressive. CASW had nine presentations/roundtable discussions, related to a number of CASW activities and initiatives. I was fortunate to be able to participate in the presentation of two workshops; one for the Seniors Mental Health Coalition of Canada and one with the National Institute for Care of the Elderly.

CASW continues to have the support of all member organizations in pursuing its three priorities 1)Pursuit of Social Justice 2)Promotion of the Profession and 3)Enhancing Excellence in Regulation. Following extensive consultation with all member organizations, board representatives and conference consultations, the consensus is that the main focus in the upcoming years will be poverty. This is an extremely broad issue and a board committee is in the process of drafting a plan as to how to most effectively approach this issue in order to achieve maximum impact.

CASW is very active in social justice issues at the national level. As a part of its series of reports on women and poverty, a major paper entitled, "Financial Security for Women Seniors in Canada" was published by CASW. In follow-up to the release of this report CASW offered an educational teleconference which was attended by social workers from across the country. In addition, CASW board members visited their members of parliament to introduce this paper. I had the pleasure of visiting my Member of Parliament, Maurice Vellacott. Unfortunately, he was too busy to give me more than 20 minutes. CASW received several requests to present to parliamentary and senate committees, developed a federal election tool kit, prepared submissions to the federal government's pre-budget consultations, analyzed the federal budget, circulated 18 media releases to raise awareness and make statements on social issues. CASW has memberships on 19 national organizations/coalitions and is involved in the activities of many in their efforts to promote social justice.

Activities and initiatives to promote the profession continue. The three CASW Interest Groups; the Children's Interest Group, the Health Interest Group and the Aboriginal Workers Interest Group have been operating in the past few years to address and respond to national issues. These groups have a dual role in advocating for social justice and promoting the profession. CASW was active during National Social Work Week. Some activities included developing and circulating a joint proclamation with CASWE, providing an on-line social policy lobbying letter that was used by social workers across the country, providing a tool kit of suggested activity ideas and presenting certificates for the CASW National Social Work Week Distinguished Service Award. Congratulations to Judy White, Ph.D., who is being awarded the 2009 CASW National Social Work Distinguished Service Award for her many contributions to the profession. Some other promotional activities include publication of the monthly CASW Reporter, publication of the bi-annual Bulletin, the yearly Social Work Journal and completion of the revision of informed consent document.

CASW is also active internationally and remains very involved in the activities and work of the International Federation of Social Workers including participating in IFSW working groups, projects and appointing representatives to IFSW committees. CASW President, Veronica Marsman, presented during a plenary session at the IFSW World conference in Brazil on the topic "Social Work in the International Context of Poverty and Social Inequality". CASW receives many requests from other countries for assistance and efforts are made to respond to these requests.

A major initiative CASW has been involved with is the formation of a National Intersectoral Committee that brings together the three sectors of the Profession; Practice, Education and Regulation to focus on common issues of interest to the profession.

At the Joint CASW/Presidents meeting in May, member organizations expressed their disappointment with the CASW board performance. Concerns were expressed with regard to communication, inadequate consultation with member organizations by board members and lack of focus and visibility in efforts of CASW to promote social justice. Every effort is being made to address these concerns by member organizations and CASW.

It has been a rewarding experience to be a member of the CASW Board. As I complete the third two year term which ends in June, 2009 I would like to thank the SASW membership for the privilege of acting as your representative on the Board. I would like to wish your next representative the very best.

Respectfully submitted: Marlene Chatterson, MSW, RSW (Sask.)

Aboriginal Social Workers Task Team...

COMMITTEE PURPOSE

Recognizing that SASW supports the greater involvement of First Nations and aboriginal social workers within the operation of the Association, the purpose is to create a group that is represented at the Advisory Board table to work toward the creation of opportunities for the deeper involvement of those already registered and to recruit those who are eligible for registration.

COMMITTEE MEMBERS

Chairperson: Hazel Berg

Shawna Gray

Donna Pelletier

Tammy Ens

Alice Jimmy

Richard Hazel (ex-officio)

The Aboriginal Social Workers Task Team had one face to face meeting on February 11, 2008 in Saskatoon with Richard Hazel, one other task team member and I being able to make this meeting. We met with Monty Montgomery (in the afternoon of this meeting) from the newly formed Saskatchewan First Nations Family and Community Institute (support to the First Nations Family Service Agencies).

The task team lost members toward the end of the year with two members obtaining employment outside Saskatchewan. From the 2009 registration renewal forms, 10 individuals have indicated an interest in this task team; therefore, the plan is to repopulate the task team and develop a work plan for 2009.

Respectfully submitted: Hazel Berg, BSW, RSW (Sask.)

Discipline Resource Pool Report...

COMMITTEE PURPOSE

The Social Workers Act requires the establishment of a Discipline Committee to hear complaints referred by the Professional Conduct Committee. In order to ensure that there are sufficient members to establish a Discipline Committee as the need arises, SASW Council has established a Discipline Resource Pool. Discipline Committees are created from the Discipline Resource Pool to hear and adjudicate complaints against a member brought by the Professional Conduct Committee.

COMMITTEE MEMBERS

Chairperson: Terri Woods

Sandra Fortman	Gayle Fulton	Sophie Grahame	Harriet Greenhow
Carol Lafayette-Boyd	Kerry La Pointe	Katherine Potts	David Rivers
Karen Wasylenka	Bernie Zaharik	Doug Stewart (public representative)	

I assumed the responsibility of committee chair from Don Stevenson in January 2008. Just prior to this, in late 2007, eight new committee members were recruited and a training session was facilitated by Dirk Silversides, SASW legal advisor.

In March 2008, Council approved a comprehensive Discipline Resource Pool Orientation Manual. Thanks to Jim Walls and Richard Hazel for their work on this document. In June 2008, Council approved policy and procedures for the sharing of discipline decisions. This policy addresses the sharing of discipline decisions with other social work regulatory bodies and also provides direction on responding to requests from the public or third parties for specific discipline decisions.

There were no disciplinary hearings in 2008.

Respectfully submitted: Terri Woods, MSW, RSW (Sask.)

Education Committee Report...

COMMITTEE PURPOSE

The purpose of the Education Committee is to address the educational needs and requirements for quality professional practice. The Education Committee shall promote continuing education for members, and provide support and input to the Faculty of Social Work – University of Regina regarding the design and delivery of the Social Work Degree programs.

COMMITTEE MEMBERS

Chairperson: Ray Pekrul

Joyce Reid
Bernie Zaharik

Sharon McKay
Grace Jasper

Susan Luedtke
Richard Hazel (ex-officio)

Lorraine Vandall

Monthly meetings of the Education Committee enabled the committee to stay connected to the current topics and the work at hand. Education Committee members are representatives to the Faculty of Social Work, University of Regina. Members' ongoing involvement with the Faculty committees allows a connection and liaison for the professional community to the ongoing educational programming of social work students. This connection supports the challenges of our university colleagues, while advising them of the needs in the professional community as reflected by our members. Grace Jasper continues as SASW representative to Senate, Susan Luedtke to MSW Committee and myself to UGS Committee. This past year, the Faculty has undergone an accreditation process, a curriculum review process at the BSW level, an MSW Program Study amid other challenges.

"The Culture of Excellence" Project in enhancing ethical practice for social workers has grown in the past year delivering many more presentations to larger numbers of both SASW and prospective members. Requests for the workshop have arisen both from members and non-members, from branches of SASW to employers of social workers. We believe this project is becoming a resounding success thanks to the volunteer trainers - Susan Luedtke, Colleen Barss, Karen Wasylenska, Melissa Flowers, Rob Twigg, Kathie Bird, Lorraine Vandall, Pat Erhardt, and Ruth Mireau. Thank you all for your dedication and commitment to the training and updating toward more ethical practice in social work.

The following table indicates the number of persons/sessions that have been completed for the The Culture of Excellence Project:

Year	Number of Training Sessions	SASW Members	Non Members
2007	3	18	43
2008	15	201	134
Total	18	219	177

The Committee is beginning discussion about the reformatting of continuing education requirements. The slow change to competency based education and competency based evaluations in continuing professional development for social workers leads to a different set of criteria and possibly a different professional reporting framework. This discussion of challenges is forthcoming as mobility of social workers across provinces, within North America under the Free Trade Agreement, and with Europe under the Lisbon Agreement becomes operationalized.

The Committee is also referencing its work toward responding to the objectives laid out in the February 2007 Strategic Planning document. To date, the committee is on track with the time-lines and the objectives.

It has been a pleasure to chair the Education Committee for the past six years. My involvement has been rewarding and personally satisfying as I've stayed tuned into educational issues for social workers both pre and post degree(s). My best wishes to the remaining committee members for your support. A thank-you to Bernie Zaharik who is completing his term as well and to Joyce Reid who has moved on as Registrar. I have especially enjoyed working with Richard Hazel and Debb Fisher whose support and camaraderie I will miss.

Respectfully submitted: Ray Pekrul, MSW, RSW (Sask.)

Health Services Task Team Report...

COMMITTEE PURPOSE

The purpose of the Health Services Task Committee is to support the vital role social work currently plays in our health care system and to ensure its inclusion as health care services evolve. The committee acknowledges the unique abilities as a health care profession in collaboration, facilitation, case management, and advocacy as well as in education, counselling and navigation within the health care system. This committee advocates for our profession in health as we address one of the core functions of our profession; "helping communities and groups provide and improve social and health services".

COMMITTEE MEMBERS

Chairperson: Wanda Miller

Tracy Muggli

Margaret Woloshyn

Brenda Pasloski

Leann Keach

Elliot Paus Jenssen

Maureen Kachor

Nicole Wright

Richard Hazel (ex-officio)

The Health Services Task Team has had a very active and productive year. The focus of our work continues to be to 'raise the profile of social work in health care within our own profession, interdisciplinary teams, and the general public'. We have managed to meet by teleconference four times to move our work plan forward. Based on goals and objectives our team set in 2007, our accomplishments are as follows:

- The 'Health Care Social Worker' brochure was completed and distributed in June 2008. The brochure describes the power of social work as it features the skills and abilities we have that compliment interdisciplinary team work. The brochure has been sent out to various decision makers across the province and is available on line at www.sasw.ca and through the SASW office.
- Our team determined that sending a message to decision makers and managers would be a great way to raise the profile of social work in health care. The letter was sent not only to promote our profession but also to introduce the brochure. This letter was featured in the *Saskatchewan Social Worker* newsletter, November 2008 edition.
- Watch for a second brochure. This one is entitled, 'Social Work Services in Health Care Settings' which focuses on the skills and abilities social workers offer to the public and our role as part of health care teams. The brochure is in final draft form and will be printed in 2009.

Our committee members continue to sit on various other committees and groups as our representatives. Our task team has been involved with writing articles and letters that involve such issues as the Ministry of Social Service decision to terminate the Teen and Young Parent program in June of 2008 and a submission to Industry Canada regarding proposed amendments to the Personal Information Protection and Electronic Document Act (PIPEDA). Membership on this task team has seen some changes this year as we work to ensure our group reflects a true representation of members across our province. I would like to acknowledge and thank the members of Health Services Task Team for their dedication and look forward to working together in 2009.

Respectfully submitted: Wanda Miller , MSW, RSW (Sask.)

Legislative Review Committee Report...

COMMITTEE PURPOSE

The purpose of the Legislative Review Committee is to address the association's goal of achieving ownership of the practice of social work and, therefore, mandatory registration.

The committee will also determine the need for other amendments to The Social Worker's Act to ensure it is appropriately updated and consistent with the needs of the association.

This work will be done in collaboration and close communication with SASW Council.

COMMITTEE MEMBERS

Chairperson: Geoff Pawson

Carole Bryant
David Schantz

Klaus Gruber
Tracy Muggli

Ray Pekrul
Ralph Aman

Frank Dornstauder
Richard Hazel (ex-officio)

In his report on page 4, SASW President, Jim Walls, has captured well the assessment completed during the summer that led to the decision to defer further work on securing ownership of practice. It became very clear that we were not going to have the necessary support to further this goal in the present time-frame, so the committee members supported this decision being made by Council. It almost goes without saying that this is disappointing. Our position had become very clear that all of those practicing with a social work credential should be practicing as accountable professionals through registration and licensure. In addition, I was more than confident that the group of members listed at the top of this page had the ability to see us through the transition to practice ownership, which would have been a significant challenge and a lot of hard work. We look forward to a time when this development can be renewed within a context of support and optimism.

One of the points made by Council in its conclusion late last summer was that SASW would renew its advocacy with the Ministries of Social Services and Corrections, Policing and Public Safety around the installation of an employer-driven requirement of professional registration for their eligible staff. With Social Services, this has already been strongly initiated in the context of deep concern about recruiting and retaining child welfare staff. Representing Ranch Ehrlo, I have already joined a collaborative project with the Ministry, the Faculty of Social Work and SASW to look at the current set of challenges in some detail and develop a plan to address them. In this context, one point being considered is the wisdom in requiring registration and licensure of those child welfare staff who are required to come to work bearing a social work credential.

Respectfully submitted: Geoff Pawson, C.M., S.O.M., LLD (Hons.)

Mentorship Committee Report...

No report as committee chairperson left the province early in 2008 with no replacement being found.

Practice Ethics Committee Report...

COMMITTEE PURPOSE

The purpose of the Practice Ethics Committee is to provide timely consultation to members of SASW on ethical issues.

COMMITTEE MEMBERS

Chairperson: Joanne Schenn/Melissa Flowers

Marcia Clark

Andrew Field

Michelle Sims

Evelyn Weeks

Nadia Stadnyk

Raven Sinclair

Darlene Chalmers

The Practice Ethics Committee has had a very interesting year consulting with SASW members about their ethical issues, dilemmas and questions. We continue to learn with our members as we research and discuss the often complex day-to-day ethical situations that arise. The committee consists of social workers who work in a wide range of positions including health, schools, private practice, mental health, social services and teaching at the university level. This breadth of experience provides a valuable level of insight into the ethical dilemmas we are asked to provide consults on.

In 2008 the Practice Ethics Committee dealt with seven formal inquiries from SASW members and a number of general questions about how we work and how to research references in the Code of Ethics, Guidelines and the Standards of Practice so they could clarify their own situations. This number is considerably less than the 12 consultations the committee responded to in 2007. We hope that the decline in numbers relates to better education of our members regarding ethics and not problems accessing our service or obtaining helpful information. The committee maintains confidentiality within the committee and works independently of the Disciplinary or Professional Conduct Committees. The information this committee provides is not binding but consists of discussion and suggestions that support good ethical decision-making. Consultations within the committee occur via e-mail so as to provide a timely response to inquiries from members, and at the end, a formal letter of response is sent to the inquiring social worker for their records.

The committee meets face to face several times during the year to review consultations, undertake committee business, and to meet and educate new members. We would like to acknowledge the University of Regina, Faculty of Social Work - Saskatoon Campus, for allowing us to use their board room to hold our meetings.

We have responded to requests for presentations about our committee's activities to University of Regina social work students. One of our committee members, Melissa Flowers, has been active in providing the Ethics Training Workshops offered by the SASW. Another member, Raven Sinclair has recently had an article published in the SASW newsletter about "the sixties scoop".

We would like to thank retiring members Jennifer Schenn-Visentini, Curtis Mills and Danny Yee for their services on the committee, and also give a big thank-you to former co-chair Marcia Clark for her wisdom and effort. Happily, Marcia has agreed to stay on the committee as a regular member. We would also like to congratulate our former student member, Pam Vorstermans-Agar who was the recipient of the 2008 SASW Student Scholarship. Upon Pam's graduation, she has resigned as student member and we are now searching for a new social work student to fill her shoes. I would also like to thank all of the current Practice Ethics Committee members for the careful thought and work they continue to volunteer.

Submitted by: Joanne Schenn, MSW, RSW (Sask.)

Professional Conduct Committee Report...

COMMITTEE PURPOSE

The Professional Conduct Committee was established under Section 25 of the *Social Workers Act* (May 1993) to consider a complaint against a member and to receive written complaints against members that allege they are guilty of professional misconduct or professional incompetence. .

COMMITTEE MEMBERS

Chairperson: Carole Bryant

Marlene Chatterson	Jennifer Cohen (part of year)	Audrey Zwack
Robert Twigg	Joan Hergott	Terry Nielsen
Bill Tingley (ex-officio, part of year)	Joyce Reid (ex-officio, part of year)	

Complaint Activities in 2008

The committee reviewed one complaint against a registered social worker in 2008. The committee also received two complaints regarding individuals who were not registered with the association, and received a request to reopen a complaint that was reviewed and ruled on two years ago. The committee concluded that "no further action" was required on the one complaint that was reviewed as it was determined that the alleged acts did not constitute professional misconduct or incompetence.

Investigations carried forward from 2007	1
Number of new complaints received in 2008	3
Number of investigations closed with no further action	3
Number of investigations sent to Discipline	0
Total number of investigations handled in 2008	4
Investigations carried forward in 2009	1

Other Activities

The chair of the committee attended regularly scheduled meetings of the SASW Advisory Board and participated in an executive leadership program for regulators sponsored by the Council on Licensure, Enforcement and Regulation (CLEAR) in Toronto in June 2008. The committee consolidated and updated the investigative policies and procedures into one document which was approved by Council in December 2008. Working with legal counsel, the committee, in conjunction with SASW Executive Director and Council, clarified the role of the registrar as an ex-officio member of the committee.

The committee thanked Jennifer Cohen for her years of service to the committee as she concluded her three terms and to Bill Tingley who served as an ex-officio member during his tenure as registrar.

Respectfully submitted: Carole Y. Bryant, MSW, RSW (Sask.), MBA, CMA

Public Relations Committee Report...

COMMITTEE PURPOSE

The purpose of the Public Relations Committee is to enhance public awareness and knowledge of the social work profession within the Province of Saskatchewan.

COMMITTEE MEMBERS

Chairperson: Roxane Schury

Dianne Lauritzen
Martha Ottenbreit

Alan Corbeil
Maria Badrock

Rick Kuckartz
Don Ebert

Noreen Shewchuk
Richard Hazel [ex officio]

The Public Relations Committee has contributed to the SASW Newsletters with the regular column, "*A Day in the Life of a Social Worker*". It is our perception that this has been a popular feature and has been educational to our members and other readers in learning what we do in a variety of social work settings.

As a committee, the Public Relations Committee is developing a Power Point presentation that would be available for members to use when they are speaking to potential members, at career fairs and at other educational venues. It would be very helpful if the general membership would send contributions to Alan Corbeil in North Battleford. The committee desperately needs content/pictures.

Our committee has also been contacting unions and employers to identify the counselling role of social workers and the need to include social work as a resource in Employee Assistance Program contracts. This is often slow process, but we are making progress.

To mark Social Work Week, the Public Relations Committee arranged three free public presentations at the W.A. Edwards Family Center in Saskatoon. The presenters were Paul Benson [Dealing with Grief], Maria Badrock and Noreen Shewchuk [Stress Management] and Don Ebert [Healthy Couple Relationships]. The sessions were well attended by the public and the Edwards family graciously provided a wonderful facility complete with fruit, sweet trays and beverages to compliment the evenings. They also under-wrote the cost of newspaper advertisements. We are grateful for their support.

As the committee moves into 2009, we will be looking at recruitment of new members to the committee. The Public Relations Committee has been ably chaired by Roxane Schury who is now on leave until July 2009. During her absence, I will be Acting Chair for the committee. Resignations from the committee through the latter part of 2008 were Maria Badrock and Martha Ottenbreit. We thank them for their contributions.

Respectfully submitted: Don Ebert, MSW, RSW (Sask.)

Standards of Practice Committee Report...

COMMITTEE MEMBERS

Chairperson: Bernie Holzer

Vance Heaney

Curtis Robertson

Bill Tingley, ex-officio

Richard Hazel, ex-officio

COMMITTEE PURPOSE

The purpose of the Standards Committee is to develop and maintain standards for social work practice which will ensure the quality of professional social work for the consumers of social work services.

Late in 2007, a hold was placed on receiving/making application for the Private Practice Registry in Saskatchewan. It was felt that the Private Practice application process and Standards for Private Practice needed to be reviewed and revised as it had been 10 years since such had been done. This extensive review was completed and approved by SASW Council on October 9, 2008. A refreshed set of standards have been reprinted and applications have been updated. Any individuals who were on the Private Practice Registry and who may not now meet the new criteria will maintain their status on the Registry.

For personal reasons, the chair of the Standards Committee needed to step down. A new chair has been appointed effective January 1, 2009, Nuelle Novik, who will continue to work with the Volunteer Development Committee on membership.

Respectfully submitted: Bernie Holzer, BSW, RSW (Sask.)

Scholarship Task Team Report...

COMMITTEE PURPOSE

The Scholarship Task Team is charged with the responsibility to review applications that are received for the award on a yearly basis. As well the committee is responsible to review/update criteria for candidate selection for the scholarship and to attract donations to the scholarship fund, as well as to determine the financial status of the fund.

COMMITTEE MEMBERS

Chairperson: Marlene Glettler

Bev Brewer

Ruth Ann Thomas

Richard Hazel (ex-officio)

On Nov 26, 2008, Richard Hazel and I met with Wain Birch from the South Saskatchewan Community Foundation to be updated on the status of the fund. In this meeting, we noted that SASW joined the Foundation in 2003. The Foundation is a registered organization that manages funds and scholarships. The base principal investment of the SASW Scholarship is secure but the interest on the investment for this year will be \$32. The interest is the monies from which the scholarship is typically paid. Wain Birch felt SASW could still grant a scholarship for the 2009 year. However, monies for the scholarship would have to be taken from the principal investment. This would have to be returned to the principal within a five year period. A request was made by the Task Team to SASW council to earmark \$300 towards the 2009 Student Scholarship Fund from the general operating budget rather than taking from the principal in the fund.

The Scholarship Task Team has reviewed information received from Manitoba, New Brunswick, Ontario, Alberta and British Columbia Associations regarding their criteria for scholarship awards. Based on this review, the task team has proposed to SASW Council the following changes to the criteria:

1. Applicant can be at the undergraduate or graduate level as long as the applicant is taking 60% or more of the usual course load
2. One award per student per degree
3. Applicant to be registered with SASW as a student member or registered member

The Scholarship Task Team is in the process of reviewing the Terms of Reference.

Changes have been made to the wording of the Scholarship Fund ads in the SASW newsletter to educate members on the benefits of donating to the scholarship fund and how estate planning can benefit the fund.

Tasks are focused on selecting the recipients for the scholarship and on a stronger focus on attracting donations to the fund to keep it sustainable and see the amount of the yearly scholarship grow.

Respectfully submitted: Marlene Glettler, BSW, RSW (Sask.)

Social Justice Committee Report...

COMMITTEE PURPOSE

Recognizing that one function of social policy is to provide guidance for social work practice the purpose of the committee is to advocate for the reflection of social justice and human rights principles in emerging and existing social policy. The preferred approach to these issues is one characterized by collaboration and collective effort.

COMMITTEE MEMBERS

Co-chairpersons: Judy White/Kirk Englot

Linda Charlton

Patti Cram

Noella Crowe-Salazar

Klaus Gruber

David Macknak

Wanda Yurach

Cecil Gooliaf

Richard Hazel (ex-officio)

This past year has been a dynamic and active year for the Social Justice Committee. We began the year by engaging in a process of dialogue and reflection to revitalize our energies and policy areas of focus. We re-confirmed two main areas of activity for our committee that divides roughly into two primary social policy realms – anti-poverty and child welfare – both of which we have worked actively on in the past several years.

In the realm of anti-poverty initiatives some of our activities over the past year include:

In response to ongoing concern regarding the adequacy, accessibility and distribution of income assistance a set of policy principles to shape the provision of the income assistance program was developed. These principles have been developed in alignment with CASW's social policy principles and are based on the position that adequate, accessible and unconditional financial benefits should be available to all Saskatchewan residents to ensure economic security and equality. These principles have been approved by SASW council and have been distributed at social policy meetings with Ministry of Social Services program staff and introduced at several community events. There is a plan to further publish the principles as well as to have them posted on the SASW website.

A meeting occurred with the Ministry of Social Services' Income Assistance Division staff in November to continue dialogue around concerns with the adequacy and administration of the Social Assistance Plan and Transitional Employment Program. There has been a request to the Minister of Social Services for a meeting to discuss economic security and social work policy principles further.

Dialogue has begun to determine possibilities for the establishment of a Saskatchewan Anti-Poverty Strategy and opportunities for partnership with other organizations and groups interested in this initiative have begun to be explored.

Our partnership with SRNA has been renewed and we have been working actively together around matters of poverty and the social determinants of health.

In the realm of child welfare the social justice committee has been equally active:

The Saskatchewan Partnership For Children and Youth continues to meet three to four times yearly to address issues of common interest and concern to agencies working in the area of Child Welfare in Saskatchewan. In October the Partnership held a one day consultation at Innovation Place in Saskatoon where 30 people from invited agencies met. The results of this workshop will be examined to shape the Partnership's future direction. At the next meeting in late January 2009, the steering committee will discuss adding new agency members and will plan activities for the coming year. Additionally, the Partnership held a "Listening" session in Prince Albert in Jan 08 where it solicited views on child welfare Issues from invited members of the public. It has also begun to build an Information document that will list sources of data and information on child welfare. SASW has three members on this committee and continues to take a leadership role in its development. The Committee's progress is reported to SASW Council through the Social Justice Committee whose members sit on the Partnership Committee.

Other activities have included the committee's involvement in the development of a concrete media response policy. This policy has provided an effective framework for quick and effective media responses initiated from our committee. To date there have been several letters to the editor that have been issued including a response to the provincial funding withdrawal from Saskatoon's Central 20 West that included a letter to Premier Brad Wall which was published along with its reply in the June edition of the *Saskatchewan Social Worker*. We also issued a letter to the editor in response to the releasing of the Health Disparities research project. Earlier in the year there was a letter to the editor introducing the new social policy principles and expressions of concern for the modernization strategy announced by the Ministry of Social Services in the early spring of 2008

The Social Justice Committee was approached to participate in the endorsement of a joint statement on the physical punishment of children. There was also a request for an endorsement of Jordan's Principle. Our committee has enthusiastically supported SASW's endorsement of these national initiatives.

2009 initiatives include several projects that we were not able to initiate this year. Our committee has an interest in engaging and supporting SASW branches in social justice work. We also have speculated about strategies to network with similarly focused organizations around important social policy issues and anti-poverty strategy possibilities. We recognize that the task of addressing social inequity, and influencing and participating in the effective development of social policy, is an immense task and it is our intention to continue to work on behalf of social workers, and the people and communities that social workers serve, to make a difference.

**Respectively Submitted: Kirk Englot, BSW, RSW (Sask.)
Judy White, PhD., MSW, RSW (Sask.)**

Volunteer Development Committee Report...

COMMITTEE PURPOSE

The purpose of the Volunteer Development Committee is to review the offers of service by SASW members on their renewal forms, to respond to those who have made an offer of service and who have not had their offer met, to develop a meaningful program of volunteer recognition for the SASW provincial organization, provide support and advice to local branches in relation to issues such as volunteer development, retention and recognition and to develop the listing of those able to stand for election to Council.

COMMITTEE MEMBERS

Chairperson: Tom Seeley

Barb Church-Staudt

Frank Dornstauder

Krista Olson

Lucie Dmyterko

The committee's main focus this year was to fill vacancies on committees. The Education Committee, the Scholarship Committee and the Standards of Practice Committee all required the assistance of the Volunteer Development Committee. Also, the committee is always vigilant in advance of the Annual General Meeting to ensure there are members' names brought forward for any vacancies on Council. In addition, the committee worked on a list of candidates for the President-Elect position.

The committee deeply appreciates the willingness of SASW members to step forward to serve their professional organization. If such willingness is a measure of the health of an organization, then we can declare the SASW to be in a very health situation. The committee appreciates the time and effort that scores of SASW volunteers have put forward for their organization. The committee also looks forward to hearing from any SASW members who would like to volunteer in the coming year.

Respectfully submitted: Tom Seeley, BSW, RSW (Sask.)

Battlefords Branch Report...

President: Dianne Lauritzen

Vice President: Rick Felix

Treasurer: Faith Nash

Branch Rep: Brenda Douglas

Members at Large: Alan Corbeil and Mary Ann Gibson

As our Branch starts to prepare for Social Work Week activities once again, it is with absolute amazement at how another year can have slipped away. We, as social workers, have the best possible "perch" in life, seeing our communities as a whole rather than in part, and being able to take the journey with our clients at all stages of their life span and through all situations. We count it a great joy and privilege to be counted as social workers and we take great care in promoting and supporting our valued profession.

The year was a rest period for many who worked hard at the conference the previous year, but make no mistake, our activity and participation as a branch was well supported and received. We continued to promote the profession with two presentations: One to the Young Offender Unit of the Ministry of Corrections, Policing and Public Safety, focusing on having those eligible become registered. The other was to our local unit of the Ministry of Social Services during their core training for new employees, with the topic being the Saskatchewan Association of Social Workers.

Ethics training has been front and centre for us as I know it has been for each branch. The branch hosted trainers, Lorraine Vandall and Susan Luedtke, for our first ethics training session where 25 people attended. The branch is in the planning stages for more in the near future.

During Social Work Week, the Battlefords Branch held a free luncheon once again, with participation in the meal requiring a donation to the local Food Bank. As our local President, Dianne Lauritzen, states, "*there is no free lunch*". Appropriately so, Bill Hall, our Food Bank Director, was guest speaker for the event, presenting to us on food security. In addition, we were grateful for our local mayors taking time out of their busy schedules to attend the event: North Battleford Mayor Julian Sadlowski, and from Battleford, Mayor Chris Odishaw. During the luncheon, we also presented the local Social Worker of the Year Award to Linda Mushka. Linda continues to inspire those of us who are privileged enough to work along side her, with her professionalism, her ethical practice and her wealth of knowledge, as she works with women and families, specializing in the area of family violence. You truly are an outstanding role model Linda, thank you for sharing your experience and practice with us.

Everyone involved with our local branch is still swelling with pride that our very own Jim Walls was instated as our Provincial President. Jim is always the voice of reason and generates enthusiasm for the profession just by being in the room. We know that Jim will do much for us as an association and we wish him the best as he uses his valuable time in such a worthy manner.

Respectfully submitted: Brenda Douglas, BSW

Northeast Branch Report...

Chairperson/Branch Representative: Lucie Dmyterko
Vice Chairperson: Heather Reese
Secretary /Treasurer - Jami McBain
Education/Alternative Branch Rep: Hazel Berg
Membership: Cecil Gooliaff
Public Relations/Fundraising: Leslie Christianson

The process has started for the Code of Ethics Training within the Northeast Branch and will carry over into 2009. A committee has been formed consisting of Theresa Rederburg deBoth, Leslie Christianson, Sheryn Peterson, Hazel Berg, Mary Lou Bond and Cecil Gooliaff as the coordinator. Two sessions will be held in the area.

Two new members have been recruited into the Northeast area. The branch feels it is more important that we have a strategy for recruitment of members which is likely to happen if the branch has more events to raise SASW visibility. The ethics training will hopefully produce more members. Another area is to approach the First Nation Agencies and recruit membership from there.

Cecil Gooliaff reports being new to the provincial Social Justice Committee arena. He has attended two meetings via teleconference in October and December. To date, he has had some involvement with developing SASW Principles to Guide Income Security, and these principles were circulated to the membership, especially to social workers working in the financial services area. In addition, there is the strategy promoting poverty reduction in this province.

On this point, SASW is endeavoring to meet with the Minister of Social Services. Collaboration is happening with Saskatchewan nurses on health effects on the low income population and the public in general.

For Social Work Week, the Northeast Branch supported donations to the Parent Mentoring Program and Tisdale Kidsport.

At the October meeting of the Northeast Branch, Jim Walls, SASW President, presented on the SASW Mission, Vision, Values and Principles Statements.

TeleHealth was proposed and accepted as a means of communication for local membership to have easier access to scheduled Northeast Branch meetings.

The Northeast Branch needs to fill the positions of Chairperson, Vice Chairperson and Secretary/Treasurer. A Committee was formed in October to recruit officers for 2009. Jami Snorro (nee McBain) resigned as Secretary Treasurer in August 2008.

Respectfully submitted: Heather Reese, CSW, RSW (Sask.)

Prince Albert Branch Report...

Co-chairpersons: Nicole Rancourt/Sharon Hayward

Secretary: Jolene McLeod

Treasurer: Audrey Zwack

The Prince Albert Branch continued to hold monthly luncheon meetings throughout 2008. The branch sponsored an Ethics Training Workshop that coincided with Social Work Week in March. This event was well attended by approximately 50 people including social workers, students and community members. The response was so overwhelming that we are considering offering the ethics training again in the future.

Our branch saw some changes to its executive during its Annual General Meeting in September. The new executive would like to extend its thanks to outgoing executive members Susan Luedtke and Charlene Cameron.

We would like to express our appreciation to members of the Prince Albert executive for volunteering their time and energy to keep the branch going and to all members who have been involved in attending branch meetings and events for their continued support. We would also like to thank Jim Walls, SASW President, and the provincial council members, committee and branch members across the province, Executive Director, Richard Hazel, and Office Administrator, Debb Fisher, for their hard work and commitment to enhancing our profession, supporting social workers in the province, and furthering the mission of social work.

**Respectfully submitted: Sharon Hayward, MSW, RSW (Sask.)
Nicole Rancourt, BSW, RSW (Sask.)**

Regina Branch Report...

Chair: Dianne Allen
Treasurer: Adrienne Douglas Secretary: Crystal McKenzie
Members at Large: Darlene Bohach, Trina Farnell, Lynann Gibson,
Dani Goddard, Crystal Schindelka
Students: Tara Bilash/Sheena McCallum

We are very pleased with the growth of the Regina Branch and what we have been able to accomplish this past year. The branch sponsored two student members this year, one of whom also sits on the University Social Work Student Association enabling us to better communicate branch activities to students. Our students bring a fresh perspective and energy to the branch.

One of the regular activities that Regina Branch now offers, is a series of brown bag lectures that are free for members. Non-members may attend for a small fee. We arrange five or six per year on a variety of topics towards educational credit hours. For 2008 the "Lunch and Learn" topics included:

September	"Disruptive Behavior Disorders & Intervention Strategies" Presenter: Joanne Phillips - Manager of Child & Youth Services, Regina Qu'Appelle Health Region
October	"Overview of Bereavement Services" Presenters: Marlene Jackson & Nuelle Novik, Regina Palliative Care Inc.
November	Suicide Safety Planning Presenters: Sophie Grahame & Darla Goettler, Alliance for Suicide Awareness & Prevention

The "Lunch & Learn" lectures have received excellent feedback. We have tried holding them in various locations. The September and November lectures were held at the Ministry of Social Services office with topics chosen to appeal to family service workers in an attempt to draw more Ministry employees to join the SASW. The branch is working cooperatively with the provincial trainer from the Ministry of Social Services to host these events. October's lecture was held at the Greystone Bereavement Centre to familiarize social workers with the centre, its location and services. Due to the success of the lunch series, we will continue to offer lectures each year.

The branch annual Social Work Week luncheon was held at the Ramada Inn in March with approximately 50 in attendance. The guest speaker was from the Saskatchewan Human Rights Commission. As well, the Regina Branch organized a workshop with the presenter being Dennis Arbuthnott, an experienced private practitioner, who presented on "Strengthening Family Relationships: A Practise Based Workshop". The workshop had 50 in attendance with feedback being positive. The branch hopes to be able to offer future workshops. One of our students is a graphic artist who has been developing very professional promotional materials for the branch. We are grateful for Tara's contribution.

The Regina Branch began offering Ethics Training Workshops to the Regina & area members, thanks to Darlene Bohach who is organizing the training. Thanks also to the ethics trainers: Pat Erhardt, Colleen Bars, and Karen Wasylenka. Ethics training will continue to be offered until we have satisfied the need in the Regina area.

The Regina Branch has also established a sub-committee to revitalize the Regina Mentorship Program. We look forward to connecting new social work graduates with experienced social workers.

As you can see, we have had a very busy year. I am thrilled with the growth of the Regina executive, which has allowed us to offer so many more events to Regina region. We are anticipating an equally successful and busy 2009.

Respectfully submitted: Dianne Allen, BSW, RSW (Sask.)

Saskatoon Branch Report...

Chairperson: Erin Beckwell
Past Chairperson: Darlene Chalmers
Treasurer: Raven Sinclair Secretary: vacant
Distribution: Amanda Klimm U of R Rep: Raven Sinclair
Members at Large: Erin Field, Kristin Wilde, Jean Wiens, Ruth Ann Thomas,
Jeff Sturgess, Daphne Kemp, Jeanne Beaudoin, Richard Small, Anj Luron,
Terry Lowe, Pamela Vorstermans-Agar, Melissa Flowers,
Deborah Bryson-Saraue, Tara Brown, Carole Courtney, Karen Hanke, Tammy MacFarlane,
Scott Horn, Nicole Ingenthron, Brandy Bayda, Sarah Vidak

The Saskatoon Branch had an exciting and busy year, with continued and growing interest from members and students. The branch executive and members at large met for monthly branch meetings which were consistently attended by an active core group of 10 to 15 members.

The highlight of the year was hosting the SASW Provincial Annual General Meeting and Conference, which took place from April 23-25, 2008. Workshop presenter, Nancy McConkey, provided a 1½ day training session on Solution Focused Counselling, which resulted in participants receiving Level 1 certification in this area of practice. Approximately 160 people attended the event.

The branch Mentorship Program continued to be active throughout the year, with 18 matches made between students and social workers in the community in the first part of the year and another 14 matches made in the fall. The fall matches were primarily set up at the "Mentorship Mixer", which was an extremely successful opportunity for students and social workers to become acquainted. Over 40 people attended that event, and a second mentorship event has been planned for early 2009.

Our branch participated in Social Work Week by hosting a half-day Code of Ethics Workshop facilitated by Ruth Mireau. Approximately 50 participants attended the event, which was held at the University of Regina, Faculty of Social Work, Saskatoon Campus. In the latter part of 2008, an Education Committee was formed to help plan and facilitate future education events, including Social Work Week events and a Social Work Dareer Day in the spring of 2009.

Branch members were also active in the discussion regarding the SASW Vision/Mission statements and participated in community events on the Station 20 West initiative and the housing crisis in Saskatoon. A branch-level Social Justice Committee has been formed in the hope that a timely and coordinated response to local and regional issues can be facilitated.

Respectfully submitted: Erin Beckwell, BSW, RSW (Sask.)

Swift Current Branch Report...

Chairperson: Patti Wilson
Secretary: Ralph Aman
Treasurer: Debbie Bissonette
Program Director: Sandra Fortman

Social Work Week for 2008 was proclaimed by the City of Swift Current. The SASW branch banner hung across the street, and Code of Ethics Training Workshop was held.

Branch Activities have continued to focus on keeping branch members informed and involved in provincial, community committees and issues.

The Swift Current Branch has representatives on the following SASW provincial committees:

- Volunteer Development Committee - Krista Olsen
- Discipline Resource Pool - Sandra Fortman
- Mentorship Committee - Loretta Rolfe-Unger

Peggy Cunningham from the Swift Current Branch is a representative on the Action Swift Current Committee. This committee focuses on bringing social issues in Swift Current to the forefront, identifying gaps and looking at ways in involving the community to find a solution.

The branch continues to find maintenance of members at meetings to be a challenge. There is to be a focus on recruiting, lightening the mood of meetings, and to provide incentives to attend, such as door prizes at meetings and continuing to provide a partially funded lunch item. Branch meetings are held over lunch hour on average of about four times per year with invitations sent to all members. Meetings are generally held in January, March, June, and October.

The chairperson of the branch attends SASW Advisory Board Meetings held four times a year and Strategic Planning Meetings.

Respectfully Submitted: Patti Wilson BSW, RSW (Sask.)

Yellowhead East Report...

President: Eileen Zarowny
Vice President: Joanne McCready
Secretary/Treasurer: Brian Propp
Branch Representative: Colleen Valuck

The Yellowhead East Branch has been very busy in 2008 getting ready for the 2009 provincial conference. The branch had to get various conference committees formed, booked/rented the facility, found keynote speakers and arranged for conference entertainment, etc.

The Yellowhead East Branch had the City of Yorkton proclaim March 9-15, 2008 for Social Work Week.

The branch held a Code of Ethics Workshop "Promoting a Culture of Ethical Excellence" on May 14th. Karen Wasylenka (a former member of the Yellowhead East Branch) was the trainer. We had a great turnout – with 40 attendees from many different human service organizations. It was well received by all who attended.

Members from the Yellowhead East Branch attended the Task Force on Affordable Housing on April 18th in Yorkton. They made presentations on behalf of several groups in Yorkton.

The SASW 2008 annual conference which was held in Saskatoon, Saskatchewan was attended by three members from this branch. They enjoyed the conference & took the opportunity to promote the 2009 conference that our branch is hosting.

A Member of the Yellowhead East Branch, Tom Seeley, was presented with the CASW National Social Work Distinguished Service Award in 2008. Tom Seeley is also Chair of the Volunteer Development Committee.

We look forward to having a great turn-out for the 2009 conference

Respectfully submitted: Eileen Zarowny, MSW, RSW (Sask.)

