

Saskatchewan Association
of
Social Workers

2012 ANNUAL REPORT



support for ethical practice
regulate the profession
promote the profession
advocate for social justice

Table of Contents

	Page Number
President's Report	1
Executive Director's Report	3
CASW Representative Report	7
CCSWR Report	9
Registrar's Report	10
Auditor's Report	13
<i>Committee/Task Team Reports</i>	
Aboriginal Social Workers Task Team	22
Discipline Resource Pool	23
Education Committee	24
Health Services Committee	25
Mentorship Committee	26
Practice Ethics Committee	28
Professional Conduct Committee	30
Public Relations Committee	31
Social Justice Committee	33
Standards of Practice Committee	35
Student Award Committee	36
Volunteer Development	37
<i>Branch Reports</i>	
Battlefords Branch	38
Northeast Branch	39
Prince Albert Branch	41
Regina Branch	43
Saskatoon Branch	44
Southeast Branch	46
Swift Current Branch	47
Yellowhead East Branch	48

SASIV Council/Committee, Branch Listing - 2012

Council Members

President	Joanne Schenn, Saskatoon	Members at Large:	Hazel Berg, Melfort Jim Mulvale, Regina Julie Stocki, Prince Albert
Past President	Carole Bryant, Regina	Pubic Representative:	Melissa Haas, Kelvington
Treasurer	Leann Keach, Moose Jaw		
Secretary	Dianne Laurtizen, Battleford		

Council Appointments

Registrar	Bill Tingley, Regina	CASW Representative:	Ray Pekrul, Regina
Senate-University of Regina	Shelley Whitehead, Regina	CCSWR Representative:	Jim Walls, North Battleford

Committee/Task Team Chairpersons

Aboriginal Social Workers Task Team	Hazel Berg, Melfort	Public Relations Committee	Alan Corbeil, North Battleford
Discipline Resource Pool	Terri Woods, Regina	Standards of Practice	Nuelle Novik, Regina Ralph Aman, Swift Current
Education Committee	Shelley Whitehead, Regina	Student Award Committee	Ruth Ann Thomas, Saskatoon
Mentorship Committee	Angie Pollom, Saskatoon	Social Justice Committee	Sydney Bell, Saskatoon Noella Crowe-Salazar, Regina
Practice Ethics Committee	Donald Halabuza, Regina	Volunteer Development Committee	Tom Seeley, Yorkton
Professional Conduct Committee	Jim Walls, North Battleford		

Branch Representatives

Battlefords	Jim Walls	Saskatoon	Angela Luron
Northeast	Sheryn Peterson	Southeast	Jill Zyla
Prince Albert	Murray Wotherspoon	Swift Current	Sandra Fortman
Regina Branch	Ryan Labatt	Yellowhead East	Marissa Wolfram

President's Report

As I reviewed the year in preparation for this report it became clear that if there was a theme, it would be that of *preparing for change*. As the previous strategic plan was successfully completed it signalled the beginning of work on a plan for the upcoming four years. In order to start that process we needed to know what you, our members, were thinking about SASW achievements and the challenges to come. A survey of the membership last summer provided clear ideas about things we did well and must continue, such as support of good ethical practise and governance/administration, and areas where ongoing work was required, such as registration/regulation, promotion of the profession and advocacy.

Out of this survey a Strategic Planning Committee was established to organize and guide Council and Advisory Board through the process of developing a new four year strategic plan. I would like to acknowledge and thank Committee Chair, Carole Bryant and the rest of the team that included Hazel Berg, Victoria Walton, Murray Wotherspoon and Richard Hazel. They did a great deal of work with consultant Valerie Sluth from Praxis Consulting of Regina before, during and after the strategic planning workshop that was held in October 2012. The product of this work is an action plan of high quality and clarity that will guide SASW through the next four years of operation. The identified strategic priorities are:

- Greater engagement of members, stakeholders and partners
- Working with employers to expand the range of employer-driven registration of eligible staff
- Ongoing development of volunteers and branch organizations
- Strong human, physical and organizational infrastructure
- Greater utilization of technology for registration and communication with members
- Improved profile of the SASW, social workers, their practise and the value we bring to our growing communities.

Already, progress is being made on these priorities by initiating work on developing a strategic marketing plan and you will hear more as 2013 proceeds. What was especially important throughout this process is that the existing vision, mission and values of the SASW were validated and confirmed. We are clearly on the right track.

Other work being done by SASW points toward preparation for change. Progress has been made toward amending *The Social Workers Act* to include endorsement of diagnostic privilege for eligible, trained and licensed clinical social workers. The Amendment Act has been introduced for second reading and will be debated in the spring 2013 sitting of the Legislature. The SASW is also working jointly and collaboratively with the Ministry of Social Services on changes related to their Child Welfare Transformation Strategy. We are pleased to be able to be involved in consultation regarding these efforts.

Early in the year the Standards of Practice Committee, after months of hard work, discussion and study, presented SASW Council with the very well written document *Standards of Practice for Registered Social Workers in Saskatchewan*. This document is a valuable resource for members in their commitment to ethical, competent and professional practice.

SASW representatives to the Canadian Council of Social Work Regulators, Jim Walls and Richard Hazel, contributed to that organization's project and resulting paper titled *Entry Level Competency Profile for the Social Work Profession in Canada*. This work came about as the result of the federal, provincial and territorial governments signing of the Agreement on Internal Trade and the resulting need to protect the public by having standardized requirements for practice in the areas of knowledge, skills and abilities and that those credentialed for practice act in an ethical manner.

The Partnership of Professions for Social Justice, initiated through the joint efforts of the SRNA and the SASW may well include four other professions including the SK Teachers Federation, College of Physicians and Surgeons of SK., SK College of Psychologists and the Registered Psychiatric Nurses Association of SK. We are excited by the possibilities for positive change that combined efforts can achieve in addressing matters of advocacy for social justice.

There are plans for change underway within the SASW's administrative structure as well. As most of the members are aware, we are in the midst of the process of searching for and selecting a new Executive Director as a result of the upcoming retirement of Richard Hazel in the spring 2013. Richard has been in the position of Executive Director since 2002 and has seen the Association through many interesting and challenging years. Richard has been a steady, hardworking leader and particularly valued for his network of friends and connections within the professional community. I know many of Richard's unique "turns of phrase" will remain a fond memory for me. Thank you for your commitment and leadership and enjoy your retirement.

A more recent plan for change has been initiated by the resignation of SASW Registrar, Bill Tingley, who will also be leaving us in spring. Bill quickly and willingly stepped back in as Registrar at a time of loss for SASW and very ably took on the highly important role of making sure that all the requirements for registration for our members were in place. All of us at SASW thank you and wish you well in the future.

I would here like to thank everyone on SASW Council, Advisory Board, Committees and Staff for making my first year as President such an interesting and productive experience. Special recognition to Debb Fisher, our office administrator, who keeps me organized, prepared and on top of things.

I look forward to the next year of my term, my ongoing involvement with CASW and ASWB, and all the changes and challenges that are no doubt in store for all of us at SASW.

Respectfully submitted by: Joanne Schenn, MSW, RSW (SK)

Executive Director's Report

At about the mid-point in the year, I alerted Council to my plan to move into retirement. We agreed on a 'working date' of March 31, 2013 and Council then acted to appoint a Search Committee which became actively engaged in the search as the year progressed. Having served in this position for over 10 years is a somewhat daunting thought for me as it does not feel like that much time has passed. It has been a privilege to serve and I have learned so much in this time. What has enriched it is the people with whom the work has been achieved – all of our high-quality volunteers and my colleagues here in the office. I want to particularly thank all of the members of Council with whom I have worked, the Committee Chairs and Branch Representatives around the Advisory Board table. As in past years, I again want to sincerely acknowledge the collaboration and dedication of my colleagues in the office, Bill Tingley and Debb Fisher. They have always made it possible to get through any challenges that may arise, with thoughtfulness, intelligence, and good humor.

I will add some detail here on three areas of development:

1. Collaboration with the Ministry of Social Services

With our colleagues at the Ministry of Social Services, there is fresh agreement to work together to examine issues surrounding development of an employer-driven requirement of professional registration for eligible staff in the child welfare programs. Toward the end of the year there was an exchange of letters with the Assistant Deputy Minister for Children's Services wherein it was agreed that there will be a working group established to prepare a plan that would allow for implementation. From the Ministry's perspective, this fits within the scope of the Ministry's "Child Welfare Transformation Strategy".

2. SK Partnership of Professions for Social Justice

As reported previously, SASW has a long-standing collaboration with SRNA (SK Registered Nurses Association) that connects strongly with the work we have done in the social justice area. In the last few years, SASW and SRNA have supported in various ways the development and activities of Poverty Free Saskatchewan. As Joanne Schenn noted, we have sought to widen the collaboration to include four additional professions: The SK Teachers Federation, The College of Physicians and Surgeons, The SK College of Psychologists and the Registered Psychiatric Nurses Association. Several rounds of discussion have been held, and at the end of the year, draft terms of reference were ready for approval along with the presentation of final decisions from the four other professions to formalize their participation. Once terms of reference are in hand and the group is formally convened, the intention is to move quickly to planning actions that will support Poverty Free Saskatchewan and lead the group to become a collective voice of influence on public policy in the areas of poverty, disadvantage and marginalization.

3. The Matter of Including Diagnosis in Social Work Practice

Here is a summary of the history on this project, the answers to some questions that came up during our internal consultation period in June and July, and the status of developments at the end of the year:

SASW's pursuit of the ability to be responsible for the practice of diagnosis began when Section 23 of *The Psychologists Act* came into force in 2002. That change limited the use of diagnosis to psychologists who were authorized to include it in their practice, and to physicians. The new provisions effectively terminated the ability of clinical social workers to use the diagnostic tools that are the subject of our proposal. The change also introduced the fact that diagnosis was from that time a specifically regulated element of professional practice. SASW was given direction by representatives of the membership in the 2003 strategic plan, followed by the appointment by Council of a committee to develop our proposal, to re-establish what had been lost. Again in 2007, when the strategic plan was revisited, even clearer direction was given to continue work in this area, reflected in item R11 in the current Action Plan that has guided our work over the last 4 years – see the Action Plan on the SASW website under the 'Council/Committee/Branch Information' tab. There have been regular reports on progress, or the lack of it, and the best recent detailed summary would be in the 2010 Annual Report on pages 4 and 5.

The specific proposal for change to *The Social Workers Act* was developed in the spring of 2012 after the Minister of Social Services approved development of the package of changes to *The Act*. It is important to be reminded that every self-regulating professional organization reports to a minister of the Saskatchewan government and in our case, it is to the Social Services Minister that we are accountable. Her approval to develop this project meant that not only were proposals to change our Act drafted, but so were draft By-law provisions and the package containing both documents was sent out in early June to external stakeholders by our President and the Deputy Minister of Social Services. Shortly thereafter, Joanne Schenn sent the same package to SASW members for an internal consultation period that lasted four weeks, ending July 18th. A working group was identified to develop responses to questions and observations that came forward during the external and internal consultation periods. It included Joanne Schenn, President, Nuelle Novik and Ralph Aman, Co-chairs of the Standards of Practice Committee and myself.

Points of Rationale:

1) How will diagnosis be used by social workers?

For social workers who succeed in their application for an endorsement, it would be limited in two ways:

- a) Beyond codes in the DSM4 related to stressors in one's environment (the V, S and Z codes which are not covered within the scope and intent of the provisions in Section 23 of *The Psychologists Act*) it would centre mostly in the areas of diagnosing and treating mental health and addiction disorders.
- b) In all cases, a social worker, whether carrying an endorsement or not, is governed by ethical direction to practice only within areas where they possess the competence to do so.

In the shaping of the proposal, there was reliance upon the experience of other Canadian and U.S. social work regulators that have a clinical practice licensing category that includes the authority to utilize diagnosis. It is estimated that if the current proposal were to be implemented there are about 50 of our members who could qualify for the authorized practice endorsement. Of these, most would practice as described above, and a smaller number might have competence to practice above that level. Most of the 50 would be found practicing in locations such as adult and child/youth mental health and in private facilities such as The Ranch Ehrlo Society.

2) **What About Rural Populations?**

A significant element driving this proposal is the fact that rural and remote areas often struggle with access to all professionals including physicians, and we have consistently heard this from social workers practicing in rural Saskatchewan. Many communities have no regular physician services and those that do, have physicians who are often very busy and have limited time available for persons with mental health concerns. Endorsed clinical social workers could provide much-needed services that will improve mental health service access for people living in rural and remote communities.

3) **Does using diagnosis in practice offend the principles of anti-oppressive practice?**

This question came forward during the internal consultation and the working group identified above came to the conclusion that it did not. Here's what was concluded: "Anti-oppressive social work practice (which is an umbrella term for a variety of practice and theoretical approaches) does strive to address social divisions and structural inequalities. In fact, Thompson (1993) suggests that an anti-oppressive approach is an attempt to eliminate discrimination from our own practice and challenge it in the practice of others. However, anti-oppressive social work practice is also about emphasizing 'good practice' and 'personal and professional accountability' during that process. In order to practice in an anti-oppressive manner, social workers must be committed to achieving the level of professional training and education that is required to provide 'good practice'. Further, anti-oppressive social workers are required to examine and question the sources of their own power and the ways in which this is exercised in their relations with clients and consumers. So, while the use of diagnostic tools may be viewed by some as 'labelling', accountability, and transparency in that accountability, really is a cornerstone to anti-oppressive practice. According to an anti-oppressive perspective, enhancing social workers' competency and skill in clinical practice can actually bring us closer to working anti-oppressively."

Current Status

1) The Legislative Proposal

After the closure of the external consultation in July, our colleagues in the Ministry responsible for legislation were required to analyse the feedback received, and it was then decided that the proposal would be prepared to go forward for consideration by the Legislation and Regulation Review Committee, and that happened in early November. Thereafter a Bill containing the proposed changes to *The Social Workers Act* was prepared and on November 22, 2012 Minister June Draude presented the Bill for First Reading in the Legislature. The Minister issued a press release that day and there was a fair level of interest by the media. Second Reading was initiated on November 26, 2012 and then adjourned until the spring session. Clause by clause review and approval would then follow the conclusion of the Second Reading, later in the Spring Session.

2) The Draft Bylaws

The draft of By-laws included in the consultation package was an initial expression of the content thought by Council to be the requirements in the public interest, of a member making application for an “Authorized Practice Endorsement” to use diagnosis within their practice. The next steps will include a round of detailed work to refine the provisions, and it has been concluded that this work will be done in collaboration with legislation staff at Social Services and with the assistance of ASWB (The Association of Social Work Boards), whose clinical examination it is intended that we would use as part of the qualification process. Once refined and detailed, the Bylaws need the approval of the membership at an Annual General Meeting or at another duly called meeting of the membership. If approved there, they also require the further approval of the Minister of Social Services before they could take effect. The Minister has indicated that the changes to our Act will be proclaimed in effect after all the administrative policies required within the Bylaws are approved by Council and ready to proceed.

Respectfully submitted: Richard Hazel, MSW, RSW (SK)

CASW Representative's Report

During 2012, operational changes, changes in governance and major initiatives addressing social justice issues occurred. Through active involvement in coalitions, presentations to federal government committees and lobbying federal politicians on a range of social justice issues, CASW continues to fulfill its mission as a professional body advocating for social justice.

Work to reunify the CASW federation has continued in earnest. Meetings and communications with the OASW executive and board, with the ACSW executive and council have occurred. Alberta advises they will need to consult their membership prior to rejoining with an earliest possible date of return in the spring of 2014. Alberta has extended an invitation to partner on special projects or initiatives, with which CASW Board has not agreed, while continuing to hope they will rejoin as full partners.

Ontario is continuing to ask for clarification on a range of concerns such as clear deliverables under the CASW strategic plan adopted at the AGM in June in St. John's Newfoundland and clarification on what CASW means about consensus decision making when setting fees or adopting a strategic plan. Ontario's current expressed issue is CASW's "federation of equals" concept (one board member per partner association) when they believe in a weighted system of representation based on the number of members registered with a partner association.

Individual membership was developed in the last year for social workers who wish to belong to and support CASW from jurisdictions where potential partner associations are not members (i.e., Alberta, Ontario and Quebec). As of early December 2012, Quebec has agreed to promote individual membership in the province by distributing applications and promotional material for CASW. Quebec withdrew from the federation in 2003.

From a set of recommendations arising from a CASW commissioned report on the Canadian Social Transfer, CASW is calling on the federal government to play a leadership role in the Canadian Social Transfer (CST) to be renegotiated in 2017. The new CST along with the renegotiated Health transfer will determine the extent of the finances and the nature of programming at the provincial levels for years to follow. CASW called for reinstatement of accountability and conditions to be attached to both the Canada Health Transfer and the Canada Social Transfer and that new standards be set for post-secondary education, housing, poverty, and creating child care service programs to ensure equity and adequacy across Canada. CASW has called on the federal government to address income inequality in Canada and provide national leadership and standards along with the provinces in poverty reduction programs. The lack of accountability by the provinces for the billions of dollars transferred to them seems inconsistent with the accountability being requested of charitable organizations and of First Nations.

A recent highlight for CASW was to spend a day on Parliament Hill during the fall Board meetings. This was a first-time event for CASW to meet in this fashion with elected MPs. On November 21 the Executive met with Bob Rae, Interim Leader of the Liberal Party; the Vice President and Treasurer met with Honourable Carol Bennett. On November 22 the

CASW Board met with Thomas Mulcair and four other NDP MPs, followed by meeting senator Art Eggleton and Roger Cuzner, MP. The Executive attended the Quality End of Life Care Coalition Reception with Joe Comartin, Deputy Speaker of the House, in collaboration with Harold Albrecht to release their extensive report and recommendations. CASW has been a participant in this Coalition through representation provided by Marlene Chatterson from Saskatchewan. Thank you, Marlene, for all your hard work.

CASW requested that the recommendations from the Mental Health Commission be adopted from June 2012, and that 9% of health expenditures be devoted to mental health services throughout the country. A severe shortage of services for children and youth and adults was noted as having huge impacts on families and on individuals' capacity to function and contribute to society.

CASW indicated its support for Bill C-240 which would establish a National Commissioner for Children and Young Persons. CASW said it wanted the commissioner to act more as an advocate who reports to Parliament by surveying and monitoring all policies and legislation in Canada affecting children and youth.

CASW requested that eligibility for Old Age Security (OAS) revert to 65 from 67. The board praised Thomas Mulcair's promise to return eligibility back to 65. CASW has long advocated for increased Guaranteed Income Supplement under OAS which was increased in 2011 to half the necessary amount to raise all single elders over the line of poverty. Health services for seniors such as home care, access to long-term care and cost of medications were also addressed.

CASW will be commissioning another paper on CST, looking to demonstrate a link between provincial/territorial spending and service delivery, highlighting the lack of accountability on specific social determinants of health. Along with the paper it is intended there would be a campaign targeted at the Provincial and Territorial Ministers responsible for Social Services. Ministers of Social Services have not met since 2006 and it is hoped they will form an Innovative Working Group like Health Ministers have done in the last year.

There is a range of operational changes and other activities. Please look at the members' site of the CASW website for details.

Respectfully submitted: Ray Pekrul, MSW, RSW (SK)

Registrar's Report

During the five years I have served as Registrar, SASW membership has increased from 1,225 to 1557 members, and I am happy to have been along for the ride. However, I do suppose this growth has something to do with why it seems to be increasingly busy around the SASW office each passing year - but not to complain; busy is good.

It was a pleasure to attend the Annual National Registrars' Meeting in September, held in Vancouver, and to be able to report real progress on a number of fronts within SASW's sphere of activity – such as tangible progress towards establishing of the ability to authorize diagnostic privilege within our profession, signs of significant enrolment gains to come from employer-driven registration, growing interest in implementation of on-line registration, and early consideration of practice examinations.

In terms of specific projects in which the Registrar has been involved this past year, our Standards of Practice Committee, of which I am an ex-officio member, some months ago began a review of SASW's Private Practice Registry. The Registrars' meeting in Vancouver served as a convenient forum for discussion of Private Practice Registries operating in each province across Canada, and information gathered contributed to the Committee's deliberations out of which there developed a recommendation to Council to place a moratorium on applications pending completion of a full review. At this point it is not yet determined what changes to eligibility criteria may result.

As for membership trends noted this past year, in evaluating applications for registration with our Association, SASW looks to the Canadian Association of Social Workers (CASW) to assess the equivalency of foreign conferred degrees to Canadian standards. Our CASW representative has made note of the significant amount of time devoted to this activity, and this is certainly reflected in the number of applicants emigrating from foreign countries and applying for registration with SASW. Evidently Saskatchewan is recognized in faraway places as a destination of choice in searching for employment in the field of social work. In recent months, inquiries from other countries and applications from recently arrived immigrants have listed India, the Philippines, Turkey and the United Kingdom as places of origin.

In the February issue of *The Saskatchewan Social Worker*, I reported my intent to return to the ranks of the retired – fourth time around depending on how it is counted. Although I have targeted a leaving date of March 31, I have indicated willingness to extend my time month by month as best may assist an orderly transition. Depending on how the cards fall in the search for a replacement, I may well be departed by the time of the annual general meeting and release of this report. Therefore, I will take opportunity at this time to wish the new Registrar well in this position and expect she/he will enjoy this work and association with fine people as much as has been my experience. A lot of exciting things are in the making within our organization and I will be keeping in touch as a member (Non Practicing of course).

Statistics

The following table provides a picture of SASW's registration count from 1998 to the end of 2012, our last reporting period:

Year	Affiliate	Full Time	Part Time	Non Practicing	Student	Total Members	Increase/Decrease Percent
1998	1	608	127	69	44	849	n/a
1999	1	658	126	90	44	919	7.62%+
2000	4	660	138	83	58	943	2.55%+
2001	3	682	155	87	48	975	3.29%+
2002	3	736	135	105	68	1,047	6.88%+
2003	4	767	124	109	73	1,077	2.79%+
2004	3	781	132	108	79	1,103	2.36%+
2005	2	797	129	140	93	1,161	5.0%+
2006	2	828	154	138	103	1,225	5.23%+
2007	3	856	151	159	91	1,260	2.78%+
2008	3	895	146	155	86	1,285	1.95%+
2009	2	946	152	157	72	1,329	3.32%+
2010	2	1024	149	149	102	1,426	6.81%+
2011	3	1066	152	158	82	1,461	2.4%+
2012	2	1116	161	182	96	1,557	6.17%+

- All categories of membership increased during 2012 with the exception of the Affiliate category which declined by one.

The following table breaks down membership by employment sector:

EMPLOYMENT DATA	2010	2011	2012
Community based agencies	73	75	82
Health care	613	619	629
Private practice	96	100	99
Corrections, policing & public safety	39	39	22
Ministry of Justice	12	14	14
Ministry of Social Services	89	85	114
School Social Work	68	81	78
First Nations Agency	32	41	30
Gov't of Canada	4	6	3
Research/Education (university)	21	22	23
Other	23	24	23

The following table reports the gender split in our membership:

GENDER DATA	Registration Type	2010	2011	2012
Female	Full time	883	925	973
	Part time	131	135	141
	Non Practising	123	134	155
Male	Full time	144	142	143
	Part time	18	17	20
	Non practising	25	23	27
Total		1,324	1,376	1,459

The following table reports the age distribution of our membership.

AGE DATA	# of Members
20 -24 years	44
25 – 29	170
30 – 34	150
35 – 39	146
40 – 44	124
45 – 49	174
50 – 54	157
55 - 59	165
60 – 64	92
65 – 69	33
70 – 74	17
75+	5
No response	99

Respectfully submitted : **Bill Tingley, MSW, RSW (SK)**

Auditor's Report

MANAGEMENT'S RESPONSIBILITY FOR FINANCIAL REPORTING

To the Members of
Saskatchewan Association Of Social Workers

Management has responsibility for preparing the accompanying financial statements and ensuring that all information on any related reports is consistent with the financial statements. This responsibility includes selecting appropriate accounting policies and making objective judgements and estimates in accordance with Canadian accounting standards for not-for-profit organizations.

In discharging its responsibilities for the integrity and fairness of the financial statements and for the accounting systems from which they are derived, management maintains the necessary system of internal controls designed to provide assurance that transactions are authorized, assets are safeguarded, and proper records maintained.

Ultimate responsibility for financial statements to members lies with the Board of Directors.

Independent auditors appointed by the members audit the financial statements. The independent auditors report directly to the members and their report follows. The independent auditors have full and free access to the Board and management to discuss their audit findings as to the integrity of the organization's financial reporting and the adequacy of the system of internal controls.



Joanne Schenn, MSW, RSW (SK)
President

February 21, 2013
Regina, Saskatchewan

INDEPENDENT AUDITOR'S REPORT

To the Members of
Saskatchewan Association Of Social Workers

I have audited the accompanying financial statements of Saskatchewan Association Of Social Workers, which comprise the statement of financial position as at December 31, 2012 and the statements of operations, changes in net assets and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

My responsibility is to express an opinion on these financial statements based on my audit. I conducted my audit in accordance with Canadian generally accepted auditing standards. Those standards require that I comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

Basis for Qualified Opinion

In common with many non-profit organizations, Saskatchewan Association of Social Workers derives part of its revenue from the general public, the completeness and classification of which are not susceptible to satisfactory audit verification. Accordingly my verification of these transactions was limited to accounting for the amounts recorded in the records of the organization and I was not able to determine whether any adjustments might be necessary to the revenues, statement of operations, assets and net assets.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

Qualified Opinion

In my opinion, except for the effect of adjustments, if any, which I may have determined to be necessary had I been able to satisfy myself concerning the completeness of all revenues, the financial statements present fairly, in all material respects, the financial position of Saskatchewan Association Of Social Workers as at December 31, 2012, and its financial performance and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Regina, Saskatchewan
February 21, 2013

Marcia Herback
Chartered Accountant

**SASKATCHEWAN ASSOCIATION OF SOCIAL WORKERS
STATEMENT OF FINANCIAL POSITION AS AT DECEMBER 31, 2012
(with comparative figures for 2011)**

	2012	2011
ASSETS		
Current assets		
Cash	\$ 61,263	\$ 59,835
Investments (Note 4)	707,973	600,838
Accounts receivable	1,379	8,684
Prepaid expenses	<u>-</u>	<u>500</u>
	770,615	669,857
Capital assets (Note 5)	<u>135,125</u>	<u>140,796</u>
	<u>\$ 905,740</u>	<u>\$ 810,653</u>
LIABILITIES		
Current liabilities		
Accounts payable and accrued liabilities	\$ 6,040	\$ 3,958
Deferred revenue (Note 6)	<u>403,646</u>	<u>370,791</u>
	<u>409,686</u>	<u>374,749</u>
NET ASSETS		
Net assets invested in capital assets	135,125	140,796
Unrestricted net assets	<u>360,929</u>	<u>295,108</u>
	<u>496,054</u>	<u>435,904</u>
	<u>\$ 905,740</u>	<u>\$ 810,653</u>

See accompanying notes

Approved on Behalf of SASW Council

Joanne Schenn

Joanne Schenn, MSW, RSW (SK)
President

SASKATCHEWAN ASSOCIATION OF SOCIAL WORKERS
STATEMENT OF OPERATIONS FOR THE YEAR ENDED DECEMBER 31, 2012
(with comparative figures for 2011)

	2012	2012 Budget	2011
Revenue			
Membership fees	\$ 438,013	425,828	\$ 407,355
Conference	23,834	11,000	27,396
Newsletter and website advertising	4,600	4,100	4,100
Interest	3,920	1,500	1,914
Mailing fees	700	1,400	1,400
Workshop	-	100	-
	<u>471,067</u>	<u>443,928</u>	<u>442,165</u>
Expenses			
Amortization	6,235	8,000	7,002
Audit and accounting	3,420	1,700	1,678
Awards and honorariums	756	800	393
Bad debts	5,000	-	-
Bank charges	616	1,000	801
Branch payments	4,115	4,515	4,720
CASW fees	56,445	59,615	54,187
Committee expenses	29,952	38,725	33,271
Conference - provincial	16,030	11,000	12,319
Contract	43,575	41,620	32,633
Copier	728	700	650
Courier	773	700	611
Insurance	3,844	3,900	3,810
Legal	5,896	20,000	7,485
Memberships	1,322	1,400	1,311
Newsletter	8,868	10,000	7,981
Office supplies	3,628	5,100	5,301
Postage	10,298	11,500	10,795
Printing	11,229	11,000	10,386
Property taxes	4,123	4,300	4,026
Repairs and maintenance	5,930	7,400	7,650
Salaries and benefits	162,676	165,030	157,709
Special events	14,027	17,596	609
Staff training and memberships	1,300	1,500	1,139
Telephone	6,847	8,000	7,480
Utilities	3,284	3,200	3,070
Workshop	-	4,000	47
	<u>410,917</u>	<u>442,301</u>	<u>377,064</u>
Excess of revenues over expenses	<u>\$ 60,150</u>	<u>1,627</u>	<u>\$ 65,101</u>

See accompanying notes

SASKATCHEWAN ASSOCIATION OF SOCIAL WORKERS
STATEMENT OF CHANGES IN NET ASSETS FOR THE YEAR ENDED
DECEMBER 31, 2012
(with comparative figures for 2011)

	Invested in Capital Assets	Unrestricted Funds	2012	2011
Net Assets				
Balance, beginning of year	\$ 140,796	\$ 295,108	\$ 435,904	\$ 370,802
Amortization	(6,235)	6,235	-	-
Purchase (disposal) of capital assets	564	(564)	-	-
Excess of revenues over expenses	-	60,150	60,150	65,101
Balance, end of year	<u>\$ 135,125</u>	<u>\$ 360,929</u>	<u>\$ 496,054</u>	<u>\$ 435,903</u>

See accompanying notes

SASKATCHEWAN ASSOCIATION OF SOCIAL WORKERS
STATEMENT OF CASH FLOWS FOR THE YEAR ENDED DECEMBER 31, 2012
(with comparative figures for 2011)

	2012	2011
Operating activities		
Excess of revenues over expenses	\$ 60,150	\$ 65,101
Amortization	<u>6,235</u>	<u>7,002</u>
	66,385	72,103
Net change in non-cash operating working capital balances (Note 7)	<u>(64,393)</u>	<u>(32,447)</u>
Cash provided by operating activities	<u>1,992</u>	<u>39,656</u>
Investing activities		
Additions to capital assets	<u>(564)</u>	<u>-</u>
Cash provided by (used in) investing activities	<u>(564)</u>	<u>-</u>
Cash position, beginning of year	<u>59,835</u>	<u>20,179</u>
Cash position, end of year	<u>\$ 61,263</u>	<u>\$ 59,835</u>

See accompanying notes

SASKATCHEWAN ASSOCIATION OF SOCIAL WORKERS
NOTES TO THE FINANCIAL STATEMENTS
DECEMBER 31, 2012

1. Status and nature of activities

Saskatchewan Association of Social Workers (SASW) is an association dedicated to strengthening and unifying the social work 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. Summary of significant accounting policies

These financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations and include the following significant accounting policies:

Revenue

Membership revenue is recognized in the year it relates to. Membership fees received in advance of the membership year to which they relate are recorded as deferred membership fees.

Interest income is recognized when it is earned.

All other revenue is recorded in the fiscal period in which it is received.

Capital assets

Capital assets are recorded at cost. Amortization is provided for on the diminishing balance method at rates which are estimated to amortize the costs over the useful lives of the assets. The useful lives of the assets are estimated at the following annual rates:

Building	4 %
Office equipment	20 %
Computer equipment	30 %
Furniture and fixtures	20 %

Assets acquired during the year are amortized at one-half of the annual provision.

Financial instruments

The SASW initially measures its financial assets and financial liabilities at fair value. It subsequently measures all its financial assets and financial liabilities at amortized cost.

Financial assets subsequently measured at amortized cost include cash, investments and accounts receivable. Financial liabilities subsequently measured at amortized cost include accounts payable and accrued liabilities.

Measurement Uncertainty

The preparation of the financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions which affect the reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of revenue and expenses during the reporting period. These estimates are reviewed periodically, and, as adjustments become necessary, they are reported in earnings in the period in which they become known.

SASKATCHEWAN ASSOCIATION OF SOCIAL WORKERS
NOTES TO THE FINANCIAL STATEMENTS
DECEMBER 31, 2012

3. Financial instruments

The SASW is exposed to various risks through its financial instruments. The following analysis provides a measure of the SASW's exposure and concentrations at December 31, 2012:

Credit risk

Credit risk arises from the potential that a party may default on their financial obligations, or if there is a concentration of financial obligations which have similar economic characteristics that could be similarly affected by changes in economic conditions, such that the SASW could incur a financial loss. SASW is exposed to credit risk with respect to its cash, investments and accounts receivable. The organization manages its credit risk by placing cash and investments with major financial institutions. Credit risk for accounts receivable is managed by the credit quality and diverse debtor base and creating an allowance for bad debts where applicable. There has been no change from credit risk exposure from 2011.

Liquidity risk

Liquidity risk is the risk that the SASW may not be able to meet a demand for cash or fund its obligations as they come due or not being able to liquidate assets in a timely manner at a reasonable price. The SASW is exposed to liquidity risk with respect to its investments and accounts payable and accrued liabilities. The SASW manages its liquidity risk by holding assets that can be readily converted into cash. There has been no change from liquidity risk exposure from 2011.

Interest rate risk

Interest rate risk is a type of market risk that refers to the risk that the fair value of financial instruments or future cash flows associated with the instruments will fluctuate due to changes in market interest rates. The SASW is exposed to interest rate risk with respect to its cash and investments and its effect on interest income. Fluctuations in interest rates do have a significant effect on cash and investments due to the fact that interest income is not a major percentage of total revenue. There has been no change from interest risk exposure from 2011.

4. Investments

Investments consist of term deposits maturing within twelve months from the year-end date. The investments bear interest at rates from 0.05% to 1.6%.

**SASKATCHEWAN ASSOCIATION OF SOCAIL WORKERS
NOTES TO THE FINANCIAL STATEMENTS
DECEMBER 31, 2012**

5. Capital assets

	<u>Cost</u>	<u>Accumulated Amortization</u>	<u>2012 Net Book Value</u>	<u>2011 Net Book Value</u>
Land	\$ 20,000	\$ -	\$ 20,000	\$ 20,000
Building	169,559	59,017	110,542	115,147
Office equipment	22,781	21,955	826	1,033
Computer equipment	26,366	23,263	3,103	4,434
Furniture and fixtures	6,481	5,827	654	182
	<u>\$ 245,187</u>	<u>\$ 110,062</u>	<u>\$ 135,125</u>	<u>\$ 140,796</u>

6. Deferred revenue

Deferred revenue consists of membership fees received in advance to the membership year to which they relate.

7. Net change in non-cash working capital balances

	<u>2012</u>	<u>2011</u>
Decrease (increase) in current assets:		
Investments	\$ (107,135)	\$ (62,496)
Accounts receivable	7,305	(172)
Prepaid expenses	500	-
	<u>(99,330)</u>	<u>(62,668)</u>
Increase (decrease) in current liabilities:		
Accounts payable and accrued liabilities	2,082	(110)
Deferred revenue	32,855	30,331
	<u>34,937</u>	<u>30,221</u>
	<u>\$ (64,393)</u>	<u>\$ (32,447)</u>

8. Budgeted figures

The budgeted figures are presented for comparison purposes as prepared and approved by the Board, reclassified to conform to the current financial statement presentation. They have not been audited or reviewed.

9. Comparative figures

The comparative figures were reported on by another accountant and certain figures have been reclassified to conform with current year's presentation.

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 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

The Aboriginal Social Workers Task team was inactive for 2012, as there were not sufficient members to carry out the work. As the year ended consideration was being given to combining the role of this group with that of the Public Relations committee in some way. While this was being explored, the 2013 listing of members expressing interest in service on committee became available and there was an apparent significant increase of interest in the task team. This interest will be explored within the context of further thought about how to connect with the Public Relations Committee.

Respectfully submitted: Hazel Berg, BSW, RSW (SK)

Discipline Resource Pool

Committee Purpose

To hear and adjudicate complaints against a member brought forward by the Professional Conduct Committee.

Committee Members

Chairperson: Terri Woods

Charlene Cameron Lynn Duncanson Sandra Fortman Gayle Fulton
Klaus Gruber Kerry La Pointe Katherine Potts David Rivers
Victoria Walton Karen Wasylenka Debra Wiszniak
Melissa Haas (public representative)

The Discipline Resource Pool did not have any complaints to adjudicate in 2012.

I have resigned from the chair position in November 2012. I indicated that I would be prepared to remain in the pool to be a resource for future hearings. SASW Council appointed David Rivers as the chair of the Discipline Resource Pool.

Respectfully submitted: Terri Woods, MSW, RSW (SK)

Education Committee Report

Committee Purpose

To address the educational needs of members and educational requirements for quality professional practice. The Committee shall promote continuing education for members, and provide support and input to the Faculty of Social Work regarding the design and delivery of the degree programs.

Committee Members

Chairperson: Shelley Whitehead
Karen Wasylenka Amber Barlow Krista Olson Margi Hollingshead

The Education Committee is focusing primarily on ensuring continuing education opportunities for members; working with the Faculty of Social Work, University of Regina (assisting in the review of BSW applications and participating on various committees); and reviewing policy regarding continuing education requirements.

The strategic planning session resulted in a decision to, once again, review the SASW's Continuing Education Policy and requirements to ensure continued relevance, and explore the possibility of electronic renewal. This work is underway and recommendations will be made to Council in 2013.

Ethics training continues to be delivered across the province and the trainers continue to work with the branches to make it available. Karen Wasylenka is the Coordinator of the Ethics Trainers and facilitates ongoing communication with the Education Committee about this project.

I sit on the Undergraduate Studies Committee of the University of Regina's Faculty of Social Work and am the SASW representative on the University of Regina Senate. Karen Wasylenka is the SASW representative to the Faculty Student Council meetings and Amber Barlow is the representative on the MSW Committee. The Education Committee's representative from the Faculty of Social Work is Margi Hollingshead.

A 2011 survey of SASW members regarding professional development needs and interests, resulted in delivery of two professional practice workshops in the fall. These were facilitated by members of the Faculty of Social Work, University of Regina. The Education Committee is very appreciative of the efforts of Faculty to get involved in the ongoing professional development of social workers and we hope they will continue their involvement in 2013.

I would like to thank all members who shared their time and expertise by serving on the Education Committee this past year. Thank you also to Richard Hazel and Debb Fisher for your continuing support.

Submitted by: Shelley Whitehead, BA, BSW, MSW, RSW (SK)

Health Services Committee

In 2011 the chair of this committee, Wanda Miller, resigned. As no volunteer came forward in to replace Wanda, the committee became inactive in 2012.

Mentorship Committee

Committee Purpose

To promote professional practice with students entering the field of social work by matching registered social workers in Saskatchewan communities with students attending the Faculty of Social Work, University of Regina.

Committee Members

Chairperson: Angie Pollom

Ruth Ann Thomas Angela Montano

Saskatoon:

Ruth Ann Thomas chaired the Saskatoon committee. In September, we held an informal information evening at the school to offer students a chance to come learn about the Mentorship Program and ask questions. Attendance was low. However, we did capture some interested students in the class that was occurring at the same time. Contact information was gathered for future communication.

On October 24, 2012 we held the first RSW panel with four Social Workers from the area who volunteered their time to come out for the evening and talk with students about what their job entails; how they got to where they are and what is important about social work to them. Informative discussion occurred between students and RSWs. The next panel presentation by RSWs in Saskatoon is scheduled for March 20th, 2013.

Regina:

On February 3, 2012 members of the Mentorship Committee joined with the University of Regina, Social Work Student Society, to organize a student event "Ugly Sweater Hot Chocolate Social". A panel of mentors provided informal presentations on what "front line social work" really is like. Information on medical social work in hospital was a huge hit as well as information on home care assessments, policy, Sec 10 board and room, child protection, adoption and social work policy. It was by far the best interaction we received. Although the event was really positive, most students in attendance were in their fourth year and almost done their educational programs so did not want to sign up for mentoring. The good thing was they were getting front line information about social work and received the foundation for the benefits of being a member of SASW.

In April, 2012 Anne Penniston Gray, Faculty of Social Work, University of Regina, invited us to speak to Grade 12 students who are planning to attend the Faculty of Social Work, University of Regina. Bev Jaigobin as well as myself attended this event. Bev spoke about medical social work and Angela Montano provided information about the SASW mentorship program and child welfare.

In September of 2012, Darlene Halyk moved to Saskatoon and after having discussions with both Richard Hazel and Ryan Labatt, it was decided Angela Montana will chair the Regina Mentorship Program.

Provincial:

There is a mentorship contact for all branches across the province, so interest and energy are evident. A meeting for all representatives, either by teleconference or in person, to conceptualize ideas still needs to be planned. I am in discussion with Sandra Fortman in Swift Current to attempt to tele-cast a mentorship event from Saskatoon to the school in Swift Current so students and RSWs interested could participate in information sharing. If this idea can be brought to reality, we will explore connecting with other branches for similar events.

Respectfully submitted: Angie Pollom, BSW, RSW (SK)

Practice Ethics Committee

Committee Purpose

The purpose of this committee is to provide timely consultation to members of SASW regarding ethical concerns and dilemmas.

Committee Members

Chairperson: Donalda Halabuza

Andy Field Morgan Klassen Peggy Cunningham Arlene Tangjerd
Anne Penniston Gray Kim Lees Shawna Gray Deborah Bryson-Sarauer

We strive to find representatives for this committee who represent a variety of locations in the province and who bring with them diversity and complementary work experiences. It is especially important to have both urban and rural representation. Our current members have experience in adult mental health, medical social work, young offenders, child protection services, veterans affairs, corrections, private practice, family justice services (custody and access assessments), mediation, employee and family assistance, women's issues, family violence, sexual assault, rural social work, child and youth (mental health for children and youth), social work in aboriginal communities, community based agencies, and government.

Consultations

This committee is independent and separate from the Discipline or Professional Conduct Committees. Confidentiality is maintained. We provide suggestions and options in all consultations that are not binding and are based on reviewing the CASW Code of Ethics and Guidelines, SASW Standards and relevant legislation.

All consultations occur via e-mail. All identifying information is taken off consultations when received so that confidentiality is preserved. We endeavour to have a response back to the member within two weeks via e-mail. It is very helpful if all requests are in Microsoft Word and not in PDF format so that identifying information can easily be taken out.

The committee plans to have one face to face meeting per year. At present most of the meetings occur via teleconference on an "as needed basis."

In 2012 the Practice Ethics Committee received 11 inquiries out of which one was withdrawn. Ethical dilemmas involved confidentiality in a variety of contexts; file keeping, ownership of files and what to do if a client requests that there be no file kept; the use of social media and implications for social work ethics/professionalism; as well as several inquiries about consent for children's counselling when parents are involved in a custody dispute, or in situations where one parent refuses consent.

Because of the complexity of custody matters and the involvement of the law, we arranged for a training and discussion session with Darcia Shirr QC on August 24, 2012. Darcia Shirr is one of the two lawyers used by SASW. She provides legal advice to various committees and acts in a prosecution role if there are disciplinary hearings. Darcia has been asked to prepare a document on "Consent for Minors" that includes relevant legislation and legal principles social workers need to consider. This document will be made available to all SASW members as a guide in deciding how to approach consent for children.

Respectfully submitted: Donalda Halabuza, PhD, MSW, RSW (SK)

Professional Conduct Committee

Committee Purpose

The Professional Conduct Committee is established under the authority of *The Social Workers Act* for the protection of the public. Its responsibility is to receive and investigate complaints alleging that members are guilty of professional misconduct or professional incompetence.

Committee Members

Chairperson: Jim Walls

Garry Chrusch Tracy Danylyshen-Laycock Maureen Kraemer Karl Mack

Gloria Mitchell Jean Wiens Murray Wotherspoon Audrey Zwack

Investigator: Harriet Greenhow

The Professional Conduct Committee is made up of nine very seasoned and experienced social workers who practice in various settings and locations. Members have demonstrated a strong commitment to their role in the regulation of social work practice and the protection of the public. The membership of the Committee has remained stable for the past two years and this contributes to the strength of the investigation and decision making process as members are able to consider case material within the context of previous examples. In addition, the Professional Conduct Committee contracts the services of an investigator to ensure that information available to the committee is complete and reliable. The investigator is an experienced social worker as well and works closely with the Chair and the Committee.

The Committee met regularly by telephone during the year.

Over the past 18 months there has not been a Disciplinary Hearing. This does not mean that the Professional Conduct Committee has been inactive. During that time, six complaint files have been opened and each one of them has been explored carefully. Five complaint files were closed and one remains open as the investigation continues. While no investigation has led to a hearing, the Committee has had occasion to write cautionary letters to some members to point out areas of practice that have caused concern among the Professional Conduct Committee. These concerns about practice did not reach the threshold of misconduct or incompetence; however they were significant enough for the Committee to request that the member engage in self-reflection and a review of specific practice issues.

Professional Social Workers have agreed that their practice will be accountable. Our practice is accountable to our clients, employers and the public at large. We have also agreed to be accountable to each other – our social work sisters and brothers. This means our practice is open to the scrutiny of those we serve and to those who stand beside us in the profession. This accountability strengthens the profession and promotes ethical and competent social work practice.

Respectfully submitted: Jim Walls, MSW, RSW (SK)

Public Relations Committee

Committee Purpose

To enhance public awareness and knowledge of the social work profession throughout the province.

Committee Members

Chair: Alan Corbeil

Emily Alston-O'Connor Don Ebert Judy White Michelle Buglas
Roxane Schury Owen Manz Hazel Berg Louise Fraser
Richard Hazel (ex-officio)

The Public Relations Committee has been busy working on a number of initiatives designed to improve awareness of the work being done by the association and the many members who volunteer their time. This internal focus included short biographies and photos of committee members sharing what they do for SASW and why they share their time for this cause. The committees highlighted in 2012 have been the Public Relations Committee and the Education Committee. In addition to the bios, the Public Relations Committee continues to invite and secure "A Day in the Life of a Social Worker" for the *Saskatchewan Social Worker* from members in all areas of social work practice in the hopes of increasing awareness of the similarities, differences and challenges of social work practice in different settings.

Three members of the Public Relations Committee members took place in the Media Relations Workshop set up by SASW in March 2012. The committee also assisted with feedback in developing the 2013 SASW Social Work Week Poster and took on responsibility for securing artwork for the 2013 SASW Calendar.

In order to improve the Public Relations Committee's ability to share information and resources with branches, the decision was made to create an e-mail address for the committee that would serve as a means of direct communication with the branches. This e-mail address is sasw.prc@gmail.com and will be monitored by two committee members. Emails received will be brought to the committee meetings for discussion.

As the association evolved in 2012 so did some of the roles and makeup of the Public Relations Committee. In June of 2012, the chair of the Public Relations Committee took over the role of representative to the CASW Health Interest Group in the absence of an active SASW Health Services Committee. Also as it became clear that there seemed to be similar objectives between the Public Relations Committee and the Aboriginal Social Workers Task Team, a discussion between the two chairs and Richard Hazel resulted in an agreement to look at merging the two committees. With this move, Hazel Berg and Louise Fraser of the Aboriginal Social Workers Task Team joined the Public Relations Committee with the hopes of developing a strategic outreach plan to encourage registration with social work trained professionals in First Nation agencies.

More recently some discussion has been taking place with SASW's media consultant to consider a strategic marketing plan that would allow for more visibility of the association and the social work profession externally. It is hoped this will provide a solid framework for future projects.

Respectfully submitted: Alan Corbeil, BA, BSW, RSW (SK)

Social Justice Committee

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

Chairpersons: Noela Crowe-Salazar/Sydney Bell
Jim Mulvale Cecil Gooliaf Patricia Stienbring Jeff Sturgess Tanis Shanks
Judy White Raven Sinclair Richard Hazel (ex-officio),

Highlights / Activities

Child welfare and poverty alleviation are the two areas of focus for the SASW Social Justice Committee. Work has been completed on the development of policy principles to aid the SASW in responding to economic security and child welfare concerns. These documents will be presented to the SASW Council and Advisory Board in 2013 for approval.

Poverty Free Saskatchewan (PFS)

Poverty Free Saskatchewan hosted six community consultations across Saskatchewan in 2012 in a project funded by the University of Regina. The consultations culminated in the release of "Communities Respond" a compilation of the recommendations of Saskatchewan communities as to what should be included in a Saskatchewan Poverty Plan. This document is available on the PFS website.

Children's Partnership

The Social Justice Committee has been an active participant and member of the Children's Partnership. Of note, in 2010 the committee met with the Child Welfare Review Panel and the Ministry of Social Services to assist in framing the review. In late 2011, the group convened and decided at that time to take a one year hiatus to consider future work and has not reconvened. The Social Justice Committee also has a link to the CASW Children's Interest Group in which a member sits on behalf of SASW. There will be exploration how other provinces link to the CASW Children's Interest Group and discussion of options for SASW to more deeply consider children's interests.

Partnership for Professions for Social Justice

The Partnership for Professions for Social Justice met actively over the past year and have developed terms of reference to be approved in an upcoming meeting. The Partnership through joint study and action, will address the effects of poverty, disadvantage and marginalization in Saskatchewan.

Membership on this Partnership is open to regulated professions within Saskatchewan. The meeting in October was hosted by SRNA. Kirk Englot attended it and presented information about Poverty Free Saskatchewan and the report “Communities Respond”. In an upcoming meeting the committee will determine how to organize its support of Poverty Free Saskatchewan.

Respectfully submitted: **Sydney Bell, BSW, RSW (SK)**
 Noela Crowe-Salazar, BSW, RSW (SK)

Standards of Practice Committee

Committee Purpose

The purpose of the Standards of Practice 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.

Committee Members

Chairperson: Nuelle Novik

Ralph Aman Kathy Bovair Vance Heaney Bernie Holzer Patti Petrucka
Richard Hazel, ex-officio Bill Tingley, ex-officio

The Standards of Practice Committee had a very busy year in 2012. In June, the final copy of the *SASW Standards of Practice for Registered Social Workers in Saskatchewan* document completed final approval and was made available to the membership. Since that time, we have been receiving feedback on that document which would suggest that it is being widely integrated into practice by our membership. I would like to thank all of the Committee members for their hard work on this project.

As a Committee, we have identified two primary tasks to be addressed in the coming year. We are now preparing ourselves to begin the work that may be required if the proposed changes to *The Social Workers Act* are passed in the next few months. In addition, the Private Practice Registry remains on our list for consideration. The SASW Registrar recently completed a review of the approach that the other provincial social work jurisdictions are taking to the Private Practice Registry issue, and he has presented that written report to this Committee.

In preparation to address these pending tasks, we have engaged in some internal Committee restructuring. As a result, Ralph Aman has graciously agreed to serve as co-chair of the Committee. Moving forth, we will be looking to fill vacant committee positions so that we can ensure that we are as effective as we can possibly be.

Respectfully Submitted: Nuelle Novik, BSW, MSW, PHD, RSW (SK)

Student Award Committee

Committee Purpose

To support and profile the annual student award according to the policy set by Council, and to profile the existence of the Student Award Fund maintained by the South Saskatchewan Community Foundation.

Committee Members

Chairperson: Ruth Ann Thomas

Marissa Landry Brendan Wallace Roxane Schury

The Student Award Committee meets via telephone conference to determine the yearly recipient of the Annual Student Award. For 2012, the recipient was Chelsea Derkatch who received a cheque in the amount of \$330 from the fund.

Chelsea in addition to paid employment and academic studies working towards her MSW, managed to continue to grow her volunteer activities. She never hesitates to get involved, get to know the people she is working with and start making a difference. Chelsea exemplifies the hard work and dedication that the Student Award Committee is proud to support.

A special thanks to Richard Hazel for his guidance and to Debb Fisher for her administrative work in keeping our committee functioning.

The Student Award Committee is always searching for new ideas to grow our fund – any and all suggestions are welcome. The fund balance at December 31, 2012 was \$9,822.97.

Respectfully submitted: Ruth Ann Thomas, MSW, RSW (SK)

Volunteer Development Committee

Committee Purpose

The purpose of the Volunteer Development Committee is to directly seek and solicit nominations of practicing or non-practicing licensed members to fill any vacancies on the council of the association; to assist council in finding members to chair standing committees, to assist chairs of standing committees to fill vacancies on their committees, to assist Council in finding licensed members willing to serve on the professional conduct committee and the pool of licensed members willing to be available for appointment to discipline committees; and to carry other tasks assigned by Council through terms of reference.

Committee Members

Chairperson: Tom Seeley

Frank Dornstauder

Myna Pitzel Bazylewski

Victoria Walton

2012 was a quiet one in relation to the activities of the Volunteer Development Committee. This was largely due to the stability in the leadership of most of the SASW committees. The election of a new President-elect is due at the 2013 Annual General Meeting and our committee gave some consideration to potential candidates for this position In 2012.

My term of involvement on the Volunteer Development Committee will soon be expiring. The enthusiasm of our membership to take on responsibilities for their professional association has made it a very satisfying experience. I have also valued the thoughtfulness of our Volunteer Development Committee members. While they have not been called upon frequently, their input has been vital in helping us make good choices for leadership positions in our organization.

A final word of appreciation goes out to Richard Hazel, who will be stepping down from his position of SASW Executive Director in 2013. Richard's support of all of the committee chairs (including Volunteer Development) has made our jobs so much easier. Many thanks, Richard, for all you have done for the SASW and all the best in your second retirement!

Respectfully Submitted: Tom Seeley, BA, BSW, RSW (SK)

Battlefords Branch Report

President - Dianne Lauritzen

Vice President – Alan Corbeil

Treasurer – Faith Nash

Secretary – Shannon DeBruin

Branch Rep – Jim Walls

Members at Large - Tara Woodworth & Debbie Gullickson

The Battlefords and Area Branch of SASW is a small but determined group who believe they do three things well. In support of the promotion of the profession the Branch holds a luncheon during Social Work Week to raise the public awareness of social work in our area and to honor a colleague whose contribution to the profession and to the community is worthy of recognition. Finally the Branch offers a forum for an exchange of practice ideas and information that supports and encourages individual members.

Our Social Work Week luncheon featured a lively and interesting discussion of the proposed “Hub” model of collaborative community intervention. The guest speaker was Brent Kalinowski of the Prince Albert City Police. Each year the Branch extends an invitation to all human service workers in the Battlefords and area as well as local community leaders to attend this event.

The Branch presented its local recognition award to our colleague and Branch President, Dianne Lauritzen. Dianne has been an integral part of the SASW’s presence in this area of the province. She has been involved in the Branch since its inception and has served in all the executive capacities. She is currently the Secretary on the Council of SASW. Dianne was instrumental in the planning and hosting of the SASW Provincial AGM and Conference in 2007. She is very generous with her time and enthusiasm for a number of community groups and projects. Dianne is highly respected in her professional life and is often called upon to lead special projects. She has very finely tuned leadership instincts and work-life balance.

The Branch held a number of “Lunch and Learn” sessions during the year where members shared practice insights and research. In addition, regular meeting included discussions of national, provincial and local interest. The Branch has been effective in its role of supporting communication from/to the wider Association.

Respectfully submitted: Jim Walls, MSW, RSW (SK)

Northeast Branch Report

President – Katie Williamson
Vice President – Leslie Christianson
Past President – Lindsey Bruce
Secretary – Judy Jones
Treasurer/Branch Rep – Sheryn Peterson

It's amazing that all the planning that we, the Northeast Branch members did, for the past year paid off and the 2012 conference was a success. The Branch was very excited to host the SASW annual general meeting and provincial conference in Melfort, SK. The Annual General Meeting was held in the Meeting Room of the Canalta Hotel with 54 members attending. The conference was located at the Kerry Vickar Centre . Catering for the conference was provided by a local company called "Page Seven". We were very pleased with the registration numbers that encompassed every corner of our province, including one registrant from Alberta, as well as a good cross-section of agencies and private practice. The final tally of registrations are as follows:

Registration Type	Number of Participants
SASW Member	79
Non Member	40
SASW Student	1
One Day Attendee	5
Total	125

From the evaluations received, we know that all in attendance appreciated the speakers and the topics presented.

The conference began with an opening greeting from Mr. Doug Terry, Mayor of Melfort. The 1.5 day conference was full with Michael Ungar, Ph.D, RSW, presenting on "Counselling Children & Families with Complex Needs". Dr. Ungar is a University Research Professor, and Professor at the School of Social Work, at Dalhousie University in Halifax, Canada. He leads an international team of resilience researchers that spans more than a dozen countries on six continents. In addition to his research and writing interests, Michael maintains a small family therapy practice for troubled children, youth and their families.

Dr. Ungar's resiliency model is most useful when working with youth. Michael provided relevant references from his own research to show us how the model works. We all left with some concrete knowledge and tools to take back to our own practices. Dr. Ungar also presented to the community on "The We Generation" and was well received by parents and professionals who attended the evening session.

A Laughter Therapy session provided by trained laughter leader/ registered social worker, Helen Bzdel, ended off the first day of the conference with some much needed laughter and stretching. Helen reported to the group that becoming a Certified Laughter Leader is one of the best choices she ever made. Helen believes strongly in practicing self-care and loves to share the benefits of therapeutic laughter and humour in order to help people reduce their stress and enjoy life more fully. She finds sharing laughter with others to be very rewarding and wants to share this wonderful experience with as many people as she possibly can. Helen is open to any requests she receives about presenting on the benefits of laughter and is particularly interested in how laughter positively affects people with anxiety and mood disorders, as well as addictions.

For the banquet, special invited guests included the Honourable June Draude, Minister of Social Workers, Mr. Kevin Phillips, MLA for Melfort, and Rick Peters, Director of Mental Health & Addictions, Kelsey Trail Health Region. After the banquet, entertainment was provided by Mike Rybinski and Kevin Arcand, musicians from the Melfort area.

The Planning Committee of the Northeast Branch would like to extend their thanks to everyone who attended and helped make the conference a success!

Respectfully submitted: Judy Jones, BSW, RSW (SK)

Prince Albert Branch Branch

Chairperson - Murray Wotherspoon

Secretary - Chelsey Beres

Treasurer - Audrey Zwack

Members at Large - Patti Cram, Rosalie Meyer, Laura Hildebrand, Wanda Seidlikoski-Yurach

Branch Meetings

In the months following the last Annual General Meeting of the Prince Albert Branch, that took place on September 07, 2011 there have been three Branch meetings. These meetings took place on and January 18, February 8 and May 2, 2012. The meetings were held at the Malhotra Room of the Alfred Jenkins Centre over the noon hour with lunch sponsored by the Prince Albert Branch and supplied by the “**Learners with a Purpose**” youth group.

Lunch & Learn Meetings

The Branch had an active year with four Lunch & Learn meetings:

March 21, 2012: Self Care for the Caregiver

Charlene Cameron provided a presentation and facilitated discussion on how caregivers can learn to manage their personal needs and wellness. Presentation had about 15 participants.

April 4, 2012: Community Mobilization Project – HUB & COR Program

Sgt. Brent Kalinoski of the Prince Albert City Police, who is assigned to the project, presented on the history, process and protocols of the programs as well as the progress to date. About 15 members and 7 RCMP staff were in attendance.

September 19, 2012: Energy Therapies Presentation

Katherine Bird provided a summary of some of the Energy Therapies that she has used in recent years with clients presenting with many challenges and issues. About 15 participants attended.

November 2, 2012: Homelessness & Housing Initiatives in Prince Albert

Prince Albert City Councillor, Cheryl Ring, and branch member, Brian Howell, provided an overview of programs and issues concerning housing in Prince Albert. About 20 members attended.

Branch Bylaws

At the last AGM it was reported that the existing Branch bylaws were outdated and in great need of revision; therefore a review was completed of other Branch bylaws. It was felt that the bylaws of the Saskatoon Branch were most applicable to our Branch and could serve as a workable template for future years if additions and revisions become necessary.

Closing Remarks

In closing, I would like to thank secretary, Chelsey Beres, and treasurer, Audrey Zwack, for their excellent work and support over this past term. Also, I want to acknowledge and thank the members at large who have advised, assisted, organized etc. They are Patti Cram, Laura Hildebrande, Rosalie Meyer and Wanda Seidlikoski-Yurach. Also, thank you to all the members who have supported and participated in our Branch events and causes. Also, thank you to Richard Hazel, Debb Fisher and SASW Council for their advisement and support.

Respectfully submitted: Murray Wotherspoon, BSW, RSW (SK)

Regina Branch Report

Chairperson - Ryan Labatt

Treasurer - Gilliane Renwick & Crystal McKenzie

Secretary - Sheena McCallum (minutes/agenda) & Colleen Moreau (email list)

Mentorship Program - Angela Montano

Members at Large - Christal Gerrard, Jill Kusisto, Anne McGeough

The Regina Branch underwent changes in 2012 with Dianne Allen leaving the role of Chair that she held for several years and with Darlene Halyk (Bohach) stepping away from her leadership of the Mentorship Program. Our Branch thanks Dianne and Darlene for their hard work and dedication. Dianne was Chair from 2006 through 2009 and again as Co-Chair in 2012 with Crystal McKenzie.

We have two BSW students attending Branch meetings this year from the University of Regina which gives us opportunity for stronger connection to the larger social work student body. We continue to work with the Social Work Faculty at the University of Regina to keep communication flowing.

Our annual Social Work Week luncheon was held at the Seven Oaks Hotel on March 20th and was based on the 2012 Social Work Week theme "*Social Workers; Building Relationships, Strengthening Communities, Partnering for Change*". Carol Eaton, Executive Director of Phoenix Residential Society, was our keynote speaker. Carol spoke about "Recovery" and provided an excellent account of the work done at Phoenix in their various programs. Between 70 and 80 people attended the luncheon.

Earlier in 2012 the Regina Branch hosted Lunch & Learn lectures. Examples include presentations by the Ranch Ehrlo Family Treatment Program and Family Service Regina.

The Branch also began participating in volunteer events in the city which has provided a great opportunity to connect with the community and increase understanding about SASW. On October 14th branch members took part in the North Central Community Clean Up helping with community gardens and garbage removal from alleys. Prior to Christmas, we volunteered at Regina Food Bank helping put hampers together. While at these community events, members wear SASW t-shirts to advertise and to open the door for conversation about what social workers do.

We will continue to pursue community volunteer opportunities and invite any interested SASW members to join us in these events.

Respectfully submitted: Ryan Labatt, MSW, RSW (SK)

Saskatoon Branch

Chairperson/Branch Rep – Angela Luron

Treasurer – Jasmine St. Marie

**Members at Large - Erin Beckwell, Amanda Klimm, Angie Pollom, Queenie Celestino,
Ruth Ann Thomas, Jean Wiens, Stan Dimnik, Emily Alston-O'Connor**

The Saskatoon Branch is very pleased to have a good working relationship with social work education programs in the city. Our thanks to those who bring representation to our table from:

FNUC/FISW – Jason Albert

Social Work Student Society (UofR) – Vince Friesen & Megan Mireau

University of Regina: Erin Beckwell

Member & Public Relations Program – Chairperson: Shared Responsibility

- Operating a strong email distribution system reaching approximately 480 Saskatoon & area members, used to circulate Branch and Provincial SASW information, activity & initiatives, professional development, employment & self-care opportunities, and related community events; inquiries steadily increasing
- Maintaining a group on Facebook, reaching beyond members to allied professionals and broader community
- Developing relationships with the BSW student body and facilitating their participation in Branch activities
- Promoting student membership in collaboration with the Faculty of Social Work, Saskatoon Campus
- Promoting and supporting the Provincial SASW Annual Training
- March 2012: Hosted a Social Work Week Bowling Social in partnership with the Social Work Student Society
- December 2012: Hosted a Holiday Social in partnership with the Social Work Student Society

Mentorship Program – Chairperson: Ruth Ann Thomas

- The mentorship committee was lucky this year to have new committee members join, bringing new ideas. We have been focussing on our two group activities for the year. A speaker panel was held in the fall and enthusiastic students took that in.
- We are presently planning another speaker panel to coincide with Social Work Week in March 2013.
- Students are always encouraged to connect with the program bringing their ideas forth or benefitting from having their own mentor as they continue their academics and work towards building their career.

Education Program – Chairperson: Erin Beckwell

- Ethics Workshops:
 - Now offering three Ethics Workshops on rotation throughout the year: Ethics Orientation, Ethical Decision-Making, Boundaries
 - Attendance still strong: In 2012, 76 people attended five different ethics sessions in Saskatoon (four sessions in winter, one session in fall)
 - We currently have four active trainers for Saskatoon area, including two who are new to the training process.
- “Connections 2012: Human Service Career & Volunteer Fair”:
 - March 2012: Partnered with the Faculty of Social Work and Nutana Collegiate; open to the community; exhibitor registration was full.

Social Justice – Chairperson: Shared Responsibility

- March 2012: Socia Work Week/Month: Children’s Advocate Presentation
- October 2012: Supported the Saskatoon Anti-Poverty Coalition (SAPC) for ‘Poverty Awareness Week’

Respectfully submitted:

Angela Luron, BSW, RSW (SK)

Southeast Branch Report

President - Natalie Bieberdorf
Vice President – Maureen Kraemer
Treasurer – Colleen Herman
Secretary – Cynthia Casavant
Branch Rep – Jill Zyla

This year was very productive and exciting for the Southeast Branch. It was our first full year as an official Branch of SASW. We worked hard to promote the branch and invite participation. Currently, we have anywhere from five to eight attendees at each of our meetings, held every other month at the Tatagwa View Health Centre in Weyburn. We have a great mix of Mental Health, Primary Health, Ministry of Social Services, Corrections, and private practice social workers. We use Telehealth to include rural members, but have had little success in recruiting them to attend, so our Southeast Branch remains mostly Weyburn-based.

Social Work Week in 2012 was a great opportunity for collaboration and teamwork. We rented electronic billboards, utilized local advertising and really tried to promote the profession within our communities. Our member event, a Social Work Week luncheon, ended up to be a poor turnout, but the advertising garnered a lot of praise from members and non-members alike.

Later in the spring, the branch hosted an evening event with facilitated discussion around rural social work and how to improve networking and support. This was well received.

The fall of 2012 was slower paced. A Christmas luncheon, was held on December 4th and this was well-attended.

Respectfully submitted: Jill Zyla, BSW, RSW (SK)

Swift Current Branch Report

Chairperson - Sandra Fortman
Secretary/Treasurer - Kristin Reinhart
Program Coordinator - Trisha Hall

On March 29th, Swift Current Branch held a Social Work Week Luncheon/CASW Webcast with Dr. Michael Ungar presenting. This was held at the Great West Plains College with 12 members attending.

On June 6th, local lawyer, Carla Carlson, did a presentation on “Liability and Social Work Practice” with 10 members attending.

On September 26th, branch members volunteered for two hour shifts at the Swift Current Career Fair which was held at the Swift Current Comprehensive High School. Members provided information and answered questions regarding social work from students/parents.

A session was held on “Child Welfare Review” by Amy Hodgins, Ministry of Social Services, at Houston Pizza with 10 members in attendance.

A number of branch members continue to support a variety of community projects (e.g. Community Christmas Dinner).

Branch executive members maintain regular contact to plan worthwhile activities for the branch. Swift Current Branch has been making use of e-mails to keep local branch members informed of upcoming events.

The chair of the Swift Current Branch has attended SASW Advisory Board meetings as able to represent branch. As well, I attended the SASW Strategic Planning Workshop which was held in Regina on October 18 and October 19.

Respectfully submitted: Sandra Fortman, BSW, RSW (SK)

Yellowhead East Branch Report

President – Vacant

Vice-President – Joanne McCreedy

Treasurer – Arlene Tangjerd

Branch Rep – Marissa Wolfram

Members at Large - Bob Buhler, Tammy MacFarlane, Paula Walker-Speiler, Tom Seeley

During the 2012 year, the Yellowhead Branch held two very successful “Lunch and Learn” events. The topics covered during these events included “The Hub”, a crime prevention program being piloted in Yorkton as well as a presentation on an innovative housing project for persons with disabilities being undertaken by two not-for-profit agencies in Yorkton. Non-perishable food items were collected for the Salvation Army and the Soup Haven at these events. The branch also provided written support for the housing project mentioned above.

Branch Representative, Marissa Wolfram, found it necessary to resign from this position because of her employment outside of the Yellowhead Branch area. Marissa fulfilled her Branch Rep duties with enthusiasm and will be missed. Tammy MacFarlane has agreed to fill this position for 2013.

A small core of Yellowhead East branch members are committed to continuing to promote the profession in our area through events such as the “Lunch and Learn” series.

Respectfully submitted: Tom Seeley, BSW, RSW (SK)

Mission

The Saskatchewan Association of Social Workers is a member based organization that supports, promotes and regulates the competent, ethical practice of social work to protect the public, strengthen the profession and serve the public interest.

SASW advocates for social justice and contributes to social policy.

Vision

SASW aspires to a Saskatchewan where:

- *social policies reflect the values and principles of social justice*
- *all social work practiced in the province is accountable through regulation*
- *all social workers are supported in their practice*
- *the profession is regarded by the public as an important contributor to human and social well-being.*

Values and Principles Statement

SASW, representing social workers in Saskatchewan, is guided by the following values and principles.

Respect

- Every individual has the right to be treated with dignity and respect.
- Diversity and inclusiveness are valued and pursued.

Ethical Conduct

- The policies and actions of SASW are consistent with its Mission and Vision, the CASW Code of Ethics (2005), *The Social Workers Act*, and its *By-Laws and Standards of Practice*.
- SASW has the responsibility to hold its members accountable to the CASW Code of Ethics (2005) through its regulatory role.

Social Justice

- SASW values and pursues the promotion of social justice through its members across society generally and also in relation to the individuals with whom we work.
- SASW engages in and promotes diverse approaches to collective advocacy.

Leadership and Accountability

- SASW offers responsible and responsive leadership.
- SASW is guided by a strategic plan and values the achievement of measurable outcomes.
- SASW addresses issues and conducts activities in a timely and efficient manner.
- SASW is fiscally responsible in its operations.
- SASW is accountable to the public and the membership.
- Council, staff and others acting on behalf of SASW are credible and knowledgeable.

Fairness and Transparency

- SASW strives to provide accessible member services province wide.
- The communication of SASW is clear.
- Policies and processes are transparent, democratic, and reflect quality and consistency.

Saskatchewan Association of Social Workers

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