

# Saskatchewan Association of Social Workers

*"Strengthening Individuals, Families & Communities"*

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# 2015 Annual Report



**SASW COUNCIL, COMMITTEE & BRANCH LISTING 2015**

<b>COUNCIL MEMBERS</b>			
<b>President</b>	Kirk Englot, Regina	<b>Secretary</b>	Maureen Kraemer, Weyburn
<b>President Elect</b>	Ryan Labatt, Regina	<b>Members at Large</b>	Wanda Miller, Weyburn Anthony Penner Prince Albert Sheryn Peterson, Saskatoon
<b>Treasurer:</b>	Theresa Hilbig, Regina	<b>Public Representative</b>	Sarah Liberman, Saskatoon
<b>COUNCIL APPOINTMENTS</b>			
<b>Senate (UofR)</b>	Krist Olson, Swift Current	<b>CCSWR Representative</b>	Joanne Schenn, Saskatoon
<b>CASW Representative</b>	Ray Pekrul, Regina		
<b>COMMITTEE CHAIRPERSONS</b>			
<b>Awards</b>	Ruth Ann Thomas, Saskatoon	<b>Discipline Resource:</b>	David Rivers, Regina
<b>Children's Issues</b>	Susan Luedtke, Prince Albert Julie Stocki, Prince Albert	<b>Menorship</b>	Angie Pollom, Saskatoon
<b>Education</b>	Krista Olson, Swift Current	<b>Professional Conduct</b>	Jim Walls, North Battleford
<b>Practice Ethics</b>	Donalda Halabuza, Regina	<b>Standards of Practice</b>	Ralph Aman, Swift Current Kathy Bovair, Saskatoon
<b>Public Relations</b>	Jill Zyla, Weyburn	<b>Volunteer Development</b>	Carole Bryant, Regina
<b>Social Justice</b>	Tina Frefichs, Saskatoon		
<b>BRANCH REPRESENTATIVES:</b>			
<b>Battlefords</b>	Donnelda Kavelench	<b>Northeast</b>	Adele Burns
<b>Prince Albert</b>	Anthony Penner	<b>Regina Branch</b>	Ryan Lbatt
<b>Saskatoon</b>	Angie Pollom/Erin Wasson	<b>Southeast</b>	Jill Zyla
<b>Swift Current</b>	Trish Hall Kacie Johnson	<b>Yellowhead East</b>	Twila Seeley

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## President's Report

Submitted by: Kirk Englot, MSW, RSW

Submitting this year's annual report marks the completion of my two year term as President. It has been a rewarding experience and I have

enjoyed working with our Council and staff during a time of change and organizational development for SASW. Ryan Labatt will begin his term as President and I will remain on Council for one more year as Past President. I am exiting my role as a President at a very exciting time and I look forward to all the initiatives on the horizon for the next year.

One of SASW's major initiatives over the past year was further work on the 2013 amendments to the *Social Workers Act* which has allowed us to shape a new Authorized Practice Endorsement (APE) category of practice. Even though our membership ratified a by-law for the APE at our AGM in 2014 we are required to bring it back for reconsideration this year. The Ministry of Social Services has required our by-law and policy development process to include substantial collaboration and consultation with allied professions and other stakeholders. Since 2014, enough work has occurred to the by-law that we are required to bring it back to the membership for consideration. If the by-law is adopted again we can proceed to proclamation, which we anticipate will happen in the spring of 2016. Once the by-law is proclaimed we can begin operationalizing the policy by striking an APE Review Committee and beginning to fast track Social Workers who meet the eligibility criteria for the grand parenting provision. It will likely be a number of months after proclamation before we can begin accepting applications for the APE. More information will be shared with you as this unfolds.

In the spring of 2015, I attended the Canadian Association of Social Workers (CASW) Annual General Meeting. The meeting was hosted by our colleagues in Prince Edward Island and I spent a number of days on PEI. This was a very interesting experience and it was wonderful to hear about the many innovative and energetic social work initiatives happening across Canada. I am very pleased with SASW's ongoing commitment and contribution to the CASW. SASW's annual report includes a fuller account of the many initiatives underway at CASW.

Council was involved in a formal appeal hearing with regard to an individual who was denied registration by SASW. Under *the Social Workers Act*, an applicant can appeal the decision of the Registrar to SASW Council. Council reviewed the evidence provided by the applicant at this appeal hearing and upheld the decision of the Ad Hoc Committee acting as Registrar. The applicant then appealed Council's decision through the Court of Queen's Bench. Late in 2015, the Court upheld the SASW Council appeal decision. While this process took considerable time and resources, it was affirming to SASW Council that there are very strong and thorough processes that both allow an applicant due course and consideration, while also upholding our accountability to public protection.

The SASW experienced a transition in our office and began recruiting an Executive Director in December. By the time the AGM meeting occurs, I hope that we are welcoming our new Executive Director to the Association. Our Interim Registrar, Fay Schuster, joined us in October 2015 to assist SASW during our busy renewal season. Her contract extends until June 30<sup>th</sup> and she has settled in well. Planning for a permanent Registrar will be one of the first projects that our new Executive Director will be tasked with. SASW's Office Administrator, Debb Fisher, has worked hard during the transition to ensure that SASW continues to operate successfully on a day to day basis. It has been a busy time for Debb while we recruit an Executive Director, and the entire Council wishes to express our gratitude to her commitment. We also wish to acknowledge the many contributions outgoing Executive Director/Registrar Alison MacDonald made to the SASW especially in the areas of policy development relating to the APE project.

SASW Council also began to do a fuller review of our strategic plan. We are now completed year 3 of 5 and we will be taking stock in the next year to determine the process for our next strategic planning process. We will begin a process of evaluating our organizational performance and progress achievement towards the strategic goals we set.

I look forward to working with SASW Council, the Advisory Board and Staff over the next year in my new role as Past President. I know that the SASW is in good hands with Ryan's leadership as he has been working very hard in his orientation to the role. I also look forward to collaborating with all of you to advance the impact our profession has in Saskatchewan over next year of my term.

## Interim Registrar's Report Submitted by: Fay Schuster, MSW, RSW

As reported in the February 2016 *Saskatchewan Social Worker*, I assumed the role of Interim Registrar with SASW on November

16, 2015. You would think this limited time would yield little to report from the registrar position. Although I cannot report on the entire year there is lots to reflect on as a new and interim registrar.

Continuing Professional Education (CPE) submissions by members have been impressive and from all appearances completely achievable. I cannot say enough about the breath and diversity of practice settings in which social workers are engaged in practice and the CPE that supports these practices. I have noted a number of CPE submissions that do need some level of reflection in terms of how the activity supports practice (i.e. CPR training). I will be providing the Education Committee with a number of examples and questions for consideration in 2016.

I have also noted in reviewing new and renewing applications a number of applications that see their positions as “non practising” especially in positions that focus on policy and program development and managerial positions. There seems to be a perception that “social work” practice is based on front line, direct social work clinical practice. Based on the CASW Social Work Scope of Practice Statement (2008), I see this as more encompassing to include diverse positions in which social workers practice including policy and program development. SASW regulates the title of “social worker” versus practice in which social work education and designation of the degree supports attainment of certain positions. This really speaks to the need for a better understanding of the benefits of being a registered member for the social worker and the general public.

The SASW office often receives requests from applicants who need their membership approved as soon as possible as it is required by the employer. It is really good to hear that employers are hiring social workers with some having specific policies about requiring proof of licensure prior to hiring. Employers are a key partner to SASW ensuring its objectives are met.

In 2015, our membership numbers increased 3.7% (64 members) from 2014 as noted in Table 1 below:

<b>Table 1 - Membership Data</b>		
<b>Registration Type</b>	<b>2015</b>	<b>2014</b>
Full time	1252	1191
Part time	176	173
Non Practising	236	209
Affiliate	1	3
Student	69	94
<b>Total</b>	<b>1,734</b>	<b>1670</b>

The majority (74%) of registered social workers are employed in community based agencies and health care as noted in Table 2 below:

<b>Table 2 - Employment Data</b>	
	<b>2015</b>
Community based agencies	478
Private practice	128
Health care	883
Ministry of Justice	56
Ministry of Social Services	129
School Social Worker	77
First Nations Agency	38
Govt of Canada	35
Research/Education (university)	8
Other	3

Note: Members may indicate more than one practice setting.

The majority (76%) of members are practicing full time as noted in Table 3 below. The majority of our members continue to be female.

<b>Table 3 - Gender Data</b>		
	<b>Registration Type</b>	<b>Number</b>
Female	Full Time	1122
	Part Time	161
	Non Practising	182
Male	Full Time	145
	Part Time	27
	Non Practising	27

Note: Does not include Affiliates and Students

The following table is a break-down of the continuing education hours recorded by practicing members:

<b>Table 4 - Continuing Education Hours</b>	
	<b>2015</b>
Category A: Formal Learning	39,047.78
Category B: Teaching/Mentoring	33,496.64
Category C: Informal Learning	27,298.80
<b>Total Hours</b>	<b>99,843.22</b>

I have appreciated the opportunity to serve the Association as Interim Registrar. I am looking forward to connecting with members as I continue to serve in this role into 2016.

## CASW Representative's Report

Submitted by: Ray Pekrul, MSW, RSW

This report highlights some of the larger activities and news about our national association since the annual meeting in

May, 2015. The most significant news for the future viability of CASW occurred when at the end of September 2015, the Alberta College of Social Workers elected to rejoin the federation by April 1<sup>st</sup>, 2016 with agreement to pay fees equivalent to 20% of CASW budget. With the return of Alberta College beginning April 1<sup>st</sup>, 2016, the number of individual members belonging to CASW will double nationally. Along with the return of ACSW, the terms of the last negotiation, included the elimination of the flat fee, and the student as well as associate members fees to CASW for all member associations. The CASW board is delighted with Alberta returning along with the additional revenue.

### **Operationally**

At the last CASW Board Meeting on October 16<sup>th</sup>, the Board revised their 2015-2016 budget to hire an administrative support person beginning January 1, 2016. The administrative workload is heavy with foreign trained evaluations, development of the Journal, and with attending many coalition meetings. It is anticipated the workload will increase with the onset of 6000+ members starting April 1<sup>st</sup>, 2016 and it is important to be well organized for their reception. As well, employing Sally Guy, the other social worker, more fully in doing research, writing position papers and working with some of the many coalitions, CASW is a member of, would be value added.

CASW is in the last year of a five year strategic plan. The new strategic plan to start June 2016 was adopted in June, 2015 at the Board meeting in P.E.I. At the recent fall Board meeting, the Logic Model outline was reviewed and worked upon during the meeting.

During the last board meeting an AON insurance representative outlined the complete benefits package for CASW. Following earlier lobbying efforts the professional liability insurance was increased to \$5 million. Nationally, there are 4284 participants in the professional liability insurance portion of the program, with 700 signed for home and auto insurance and 30 to 40 signed for health and dental. The professional liability insurance is thought to be the best in the country and at the lowest premium. While many members believe their employer provides insurance coverage they still have legal action bought against them as individuals and may be liable if their employer should distance from them. Legal advice and representation is immediately available on contact through the plan. AON continues to generously sponsor \$10,000 in advertising with CASW and \$10,000 toward scholarships on an annual basis.

### **Interest Groups**

*Social Policy Interest Group* - This Interest Group met via teleconference on October 21<sup>st</sup> leading to the Social Care Act developed by Alan Mosocvitch from Carlton University, Faculty of Social Work, and approved by the board in June of 2015 being rolled out in mid-November. CASW sent letters to all 338 Members of Parliament requesting meetings to solicit and review potential support; and to 30 national

organizations making them aware of the Social Care Act and requesting support. The Social Care Act outlines 10 principles to guide federal funding through the Canada Social Transfer to the provinces, similar to the principles guiding the Medical Care Act. The Act outlines a history of how the federal government acknowledged and funded social issues dating back to the 1950s. It is clear the austerity measures of the 1980's and the Harper years stopped much progressive legislation proposed in the 1970's.

*The Children's Interest Group/ Health Care Interest Group* - Both groups have been largely inactive. However the Health Care Interest Group will be tracking the national discussion about the right to medically assisted suicide. CASW has an ethical paper but no formal position to date.

At the October 2015 meeting, the CASW Board identified next year's focus which will be to follow papers on Accountability and the Social Determinants of Health, on the Canada Social Transfer, the Social Care Act, and on Child Welfare and Family Services. The emphasis will be how the image of the social work profession is being impacted and portrayed in Child Welfare. A systematic national analysis of policies, of best practices, of available resources and barriers to best practices will occur in order to initiate a national conversation. This focus on Child Welfare will flow from the principles of the Social Care Act and the accountability for the CST transfer of federal dollars called for earlier, in looking to invite federal leadership toward greater program equity. It is hoped overall principles and research will enable a facilitated flow of information and conversation among the provinces.

CASW will also continue to lobby for the establishment of a National Commissioner for Children's Rights.

### **Committees**

The Board struck a Succession Planning Committee which made some observations and solicited feedback to proposals at the last Board meeting. This was in response to the large number of board representatives' terms ending all in the same year. In October of 2015 a new executive was elected with the representative from P.E.I. elected as new vice-president, and the representative from Manitoba elected as the Treasurer. A new president will be elected by the federation at the next annual meeting.

A Continuing Education Committee was formed in June and has met twice. The purpose and scope of the committee is to review the potential for different modes of continuing education delivery including the purchase of a large platform in webinar technology, to clarify what each province may need in terms of continuing education, and to develop a process for identifying continuing education resources for both the partners and CASW. The Board decided that a national convention will be held likely through a video conference and webinar format.

An Interest Group Review Committee was formed to review the viability of the current Interest Group Structure of CASW. The review will include how the current structure may be strengthened and supported, what other forms of addressing issues may be

developed (currently the Aboriginal Interest Group) is a loose collection of individuals available on a reference basis only vs. a committee structure. It is well known that committees and interest groups are vital only if they have a subject matter which is needed to be addressed.

### **IFSW Update**

Morel Cassie the president of CASW is the current president for North American Region for IFSW. Morel is currently leading the redrafting of the Constitution and Bylaws for IFSW. He will be attending meetings in Puerto Rico paid for by the South America and Puerto Rico Associations.

Morel will complete both his term as President of North American Region and President of CASW in June of 2016.

### **Social Work Journal:**

The journal will continue to be published, even though obtaining submissions is getting more difficult. It continues to be a profitable endeavor generating about \$11,000/ year. New editors were sought and on November 20, 2015 Glen Schmidt (BCASW) and Nuelle Novik (SASW) were appointed to a two year term.

### **National Award**

The CASW Board renamed the National Award for Outstanding Service in honour of Glen Drover. Fred Phelps, CASW Executive Director, presented Glen a framed certificate outlining the honor on December 19, and Glen expressed his sincere gratitude to the federation. Glen passed away on December 27<sup>th</sup>, in Peterborough, Ontario.

In conclusion if there are any questions/concerns about any of the above items or any praises you might want to pass along, please feel free to contact me.

# Canadian Council of Social Work Regulation Report

- No report submitted as the CCSWRI was inactive for most of 2015
- Joanne Schenn, who was the SASW Representative to this group, resigned from this appointment in 2015 due to personal commitments.
- A replacement person needs to be appointed in 2016.

# Awards Committee

Submitted by Ruth Ann Thomas, MSW, RSW

## Committee Purpose

- To support and profile annual awards according to the policy set by Council.
  - To promote the existence of the student award fund maintained by the South Saskatchewan Community Foundation.
  - To select the recipients of financial awards, scholarships, and bursaries from applications/nominations received. These awards include, but are not limited to, the SASW Student Award and the CASW/AON Scholarships.
- Through promotion, SASW membership is aware of the option they may use to make contributions to the student award fund.
  - The Awards Committee reviews nominations for the recognition awards, including but not limited to the SASW Distinguished Service Award and the CASW National Social Work Award, and recommends recipients to Council.

## Committee Members

Chairperson: Ruth Ann Thomas

Brenden Wallace, Robyn Dishko, Tina Frerichs, Sharon Achtemichuk

The Awards Committee is pleased to announce that we reached a unanimous decision to provide funds to Katie Dundas, Calyne Skolney and Amanda Kuckartz through the CASW/AON scholarship fund in December of 2015. The Awards Committee would like to acknowledge the financial support of CASW/AON in making multiple scholarships possible.

For 2015, no award was given from the SASW Student Fund which is administered through the South Saskatchewan Community Foundation. The balance of this fund at December 31, 2015 was \$21,392.84. In the annual report of 2014, it was reported that the balance at December 31, 2014 was \$11,081.82 which was not correct. A donation to the fund was made in June of 2014 of just over \$10,000 which should have been included by the South SK Community Foundation but was not.

The Awards Committee was busy in 2015 working towards expanding our role, creating new awards and recognizing the outstanding work and contributions of social workers of this province. The committee is very receptive to new ideas to honour outstanding social workers and encourage members to submit concepts. The Awards Committee is collaborating with other committees to make the concept a reality. We look forward to working with the new incoming President to finalize our new approach.

# Children's Issues Committee

Submitted by: Julie Stocki, BSW, RSW

## Committee Purpose

The Children's Issues Committee is a working group whose purpose is to educate the SASW membership and the community about the SASW Child Welfare Principles. Assuming an advocacy and collaborative role with others, strive to influence social policy and social change that will actualize these principles in child welfare practice and in the lives of children in our communities and province.

## Committee Members

Co-Chairpersons: Susan Luedtke/ Julie Stocki

Thirty four members initially expressed an interest in participating in the Children's Issues Committee who receive information and invitations to committee meetings. Membership on this committee remains open to persons interested in working on the current issues being addressed by the committee.

Committee members gathered for four teleconference meetings in 2015. The Children's Issues Committee was approved by the SASW Council as an independent committee. As a new committee, one of the initial tasks was to do terms of reference.

Projects and issues undertaken to date included:

- School attendance - interested committee members met separate of the larger committee to discuss this concern.
- Children's Rights Impact Assessment (CRIA) - some members attended CRIA training sponsored in part by SASW. Members have been promoting the training and use of CRIA when designing and reviewing policies.
- Closure of Yarrow Youth Farm - letter of support and advocacy drawn up on behalf of SASW regarding the concerns of closing.
- Child Abuse Protocol - critical review.
- Child and Family Services Legislation - has been deferred to 2017 for proclamation.

## **Discipline Resource Pool**

**Submitted by: David Rivers, MSW, RSW**

### **Committee Purpose**

The Saskatchewan Association of Social Workers has the sole responsibility to regulate the profession of social workers. The principal role of regulation is the protection of the public. The purpose of Discipline Committee Hearings is to hear and adjudicate complaints against a member brought forward by the Professional Conduct Committee.

### **Committee Members**

Chairperson: David Rivers

Charlene Cameron, Klaus Gruber, Anne Penniston Gray, Katherine Potts, Sandra Fortman, Gayle Fulton, Kerry LaPointe, Debra Wiszniak, Victoria Walton, Karen Wasylenka, Angela Yung  
Sarah Lieberman (Public Representative)

The Discipline Resource Pool does not meet on a regular basis. The purpose of the Discipline Resource Pool is to ensure there are sufficient members available to sit on a Discipline Committee if a hearing is required.

There was one discipline hearing held on October 23, 2015. The Discipline Committee had not rendered a written decision with respect to this complaint at the end of 2015.

There were no other investigation complaints forwarded by the Professional Conduct Committee to the chair of the Discipline Resource Pool for determination in 2015.

# Education Committee Report

Submitted by: Krista Olson, MSW, RSW

## **Committee Purpose**

To address the educational needs and requirements of members for ongoing quality professional practice. The committee shall promote and offer continuing education for members including opportunities specifically related to the Code of Ethics and Standards of Practice. As well, the committee will collaborate, provide support and input to the Faculty of Social Work regarding the design and delivery of social work degree programs. This includes assisting as BSW application review panelists and participating on a number of University of Regina committees.

## **Committee Members**

Chairperson: Krista Olson  
Jennifer Clarke, Karen Wasylenka,  
Rikki Gusway, Ellen McGuire, Evan King, Neeta Singh, Jessica Bonish,  
Renate Selinger, Angela Yung

## **Continuing Education Policy**

Since moving to the online renewal system, the Education Committee looks forward to reviewing relevant statistics from the Continuing Education database information. We briefly discussed the baseline statistics from the database at our May 2015 face to face meeting.

## **Continuing Education Opportunities:**

During our annual face to face meeting in Regina on May 11, 2015, Alison MacDonald presented draft material for two advanced ethics workshops that would be offered at the 2015 SASW conference. The Committee reviewed the material and provided feedback.

The SASW Provincial Conference went ahead as planned in Regina with 92 people in attendance. Alison MacDonald presented “Current Issues and Risk Management” while Renate Selinger and Karen Wasylenka presented “Insider Practice: Managing Boundaries in Small Communities”.

These two piloted workshops will provide the base material used to develop provincial advanced ethics training workshops. A sub-committee is in place to prioritize and organize content for these workshops. We look forward to offering a train the trainer event that will assist in having advanced ethics workshops facilitated by branch representatives across the province on a regular basis.

### **University of Regina Representation**

SASW provides representation on the following committees

- University of Regina Senate: Krista Olson
- Undergraduate Studies Committee: Ellen McGuire
- Faculty Student Council: Karen Wasylenka
- Graduate Studies Committee: Colleen Barss

I would like to extend a heartfelt thank you to all members who shared their time, expertise and wisdom by serving on the Education Committee this past year. A special note of gratitude to Renate Selinger and Karen Wasylenka for presenting the Advanced Ethics Workshop material at the SASW Provincial Conference.

# Mentorship Committee

Submitted by: Angie Pollom, BSW, RSW

## 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.

As a standing committee of SASW, the Mentorship Committee is involved in the four year strategic planning of the association.

The Mentorship Committee has adopted three strategic priorities: greater engagement of members, greater utilization of technology, and working toward an improved profile of the SASW, social workers, and their practice. As lead for the provincial SASW Mentorship Committee, I am looking to gather interested members together to accomplish the three strategic priorities.

The provincial Mentorship Committee operates to accomplish the following outcomes as well:

- Branches are supported in the development of local mentoring programs.
- Common applications, role descriptions and liability release documents are used.
- Requests from students have a timely response.
- Pools of locally available mentors are developed over time.
- The profession is strengthened through the development of greater mutual support.
- Confidential records of mentoring matches are maintained at the Branch level.
- The committee is 'named' annually so the immunity provided by Section 40 of *The Social Workers Act* is engaged.
- The committee will identify a chair and one representative per Branch (mentoring 'representatives') to work administratively at the provincial level.

To accomplish this, I will be reaching out to all the branches around the province to create a collective contact list. If there is someone in your branch currently who has been, or would be the contact person for mentorship follow up, please contact me at [mentorship@sasw.ca](mailto:mentorship@sasw.ca).

SASW branches are always looking for social workers from a range of practise areas including: medical social work, mental health, child welfare, research & social policy, education, addictions, community development, private practise, corrections, advocacy, and social justice.

We can all contribute as a mentor if we can share our areas of experience and knowledge with others!

# Practice Ethics Committee

Submitted by: Donalda Halabuza, MSW, PhD, RSW

## Committee Purpose

The purpose of this committee is to provide timely consultation to members of SASW regarding ethical concerns and dilemmas. Confidentiality is preserved. We endeavour to have a response back to the member between two to four weeks.

## Committee Members

Chairperson: Donalda Halabuza  
Andrew Field, Morgan Martens, Leanne Keach, Kim Lees,  
Crystal Giesbrecht, Leanne Thoroughgood

In 2015, three members retired from the committee including Arlene Tangjerd (Yorkton), Eunice Peters (Swift Current) and Deborah Bryson-Sarauer (Saskatoon). We were fortunate to recruit Leanne Thoroughgood. However, we are currently recruiting for at least two new members.

The Practice Ethics Committee strives to find committee members who represent diversity in work experiences and are from a variety of locations in the province. It is especially important to have both urban and rural representation. Our current members have experience in medical social work, young offenders, child protection services, veterans affairs, corrections, private practice, armed forces, foster care, family justice services (custody and access assessments), mediation, employee and family assistance, women's issues, domestic violence, policy analysis, amnesty international, long term care, adult mental health, crises services, family violence, sexual assault, rural social work, child and youth (mental health for children and youth), social work in aboriginal communities, not for profit agencies, and government.

## Consultations

The Practice Ethics Committee is separate and independent from the Discipline and Professional Conduct Committees. Confidentiality is maintained. All suggestions and options provided by this committee are not binding and based on reviewing the CASW Code of Ethics/Guidelines, SASW Standards of Practice for Registered Social Workers, ethics literature, and relevant legislation. All consultations occur via e-mail. We strive to have one face to face meeting per year and other meetings are via teleconference calls based on an as needed basis.

In 2015 the Practice Ethics Committee received 14 inquires. Ethical questions were varied and included questions about when a social worker is also a member of another licensed service, how to handle situations when social workers are asked to perform services for which they are not trained, how to integrate the use of complementary techniques in practice such as touch therapies, whether social workers can provide services to clients who reside in other provinces or countries, questions regarding consent when youth are in

alternative care settings, questions about the training and ethics involved when asked to provide internet/email counselling, when parental consent is involved in school based services, issues involved in closing down a private practice, and how to address situations when clients are involved in illegal activities. Overall, we have found that the consultations have become more complex and many faced cutting edge issues for which clear ethical guidelines do not exist. As such, additional research was required by committee members to adequately address the ethical and sometimes legal questions.

In 2015, the Practise Ethics Committee did not have additional training. The need for training is based on needing more knowledge about specific themes coming from the consultations. As part of striving to increase the profile of the Practice Ethics Committee, the committee contributed articles in two issues of the *Saskatchewan Social Worker* newsletters.

# Professional Conduct Committee

Submitted by: Jim Walls, MSW, RSW

## 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, Karl Mack, Sheena McCallion, Gloria Mitchell, Jean Wiens

Investigator: Harriet Greenhow

The SASW Professional Conduct Committee is made up of eight seasoned and experienced social workers who practice in various settings and locations in the province. The Committee met regularly by telephone during the year. The members have demonstrated a strong commitment to their role in the regulation of social work practice and the protection of the public.

The Committee had some change in membership in 2015. Dianne Allen withdrew from the Committee due to work commitments. I wish to thank Dianne for her participation on the Committee and her dedication to fairness and clarity. The Professional Conduct Committee is in the process of recruiting new members. Consideration in recruitment includes: area of practice, practice experience, geographic location, gender and cultural diversity, as the Committee strives to reflect the membership of the Association. The Professional Conduct Committee contracts the services of Harriet Greenhow as an investigator to ensure that information available to the committee is complete and reliable.

The activity of the Professional Conduct Committee in 2015

Open files from 2014	2
New files opened in 2015	4
Files closed in 2015	3
Files remaining open	3

One complaint was referred to a Disciplinary Hearing in 2015. The Hearing was held in October, 2015. The Discipline Committee had not rendered a decision with respect to the complaint at the end of 2015, and it remains open.

Registered 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 colleagues. This agreement 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.

# Public Relations Committee

Submitted by: Jill Zyla, BSW, RSW

## **Committee Purpose**

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

## **Committee Members:**

Chairperson: Jill Zyla

Jane Chukwujekwu, Deborah Mooney, Kimberley Wilson,  
Ramona Wijesinghe, Judy White

The Public Relations Committee got up and running again after a temporary hiatus. In the fall of 2015, I officially accepted the role as Chairperson for the Public Relations Committee. The Committee held its first meeting in many months in October 2015. This meeting was an in-person meeting at the SASW office. Members are spread throughout the province in various fields of practice. Several committee members were able to attend in person but some had to connect by teleconference.

Time was spent reviewing what had been accomplished so far and what direction the Public Relations Committee would like to go in the future. As the committee consists of mostly new members, there is a considerable learning curve and a lot of catch-up to do; however, some priorities have been set including social media presence, selection and ordering of social work 'SWAG' (promotional items) for giveaways and for branches to purchase, awards, as well as more emphasis on promoting the profession externally to the public. There is also the potential to collaborate with the Awards Committee in the near future.

The Public Relations Committee will continue to manage the "Day in the Life of a Social Worker" which is an article in the Saskatchewan Social Worker (newsletter) as well as the SASW annual calendar artwork project.

As this committee is just getting its feet wet, no noteworthy progress can be reported for 2015 but 2016 is already looking to be a productive year.

# Social Justice Committee

**Chairperson: Tina Frerichs, BSW, RSW**

## **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**

Chairperson: Tina Frerichs

- No report submitted for 2015. Committee has been inactive for most of 2015.
- New committee members will be recruited by the Volunteer Development Committee.

# Standards of Practice Committee

Submitted by: Kathy Bovair, BSW, RSW

## **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:**

Co-chairpersons: Ralph Aman/Kathy Bovair  
Patti Petrucka, Sandra Dobra, Tanja Smiljic

The Standards of Practice Committee's focus for 2015 was to review and revise the Standards of Practice for Registered Social Workers of Saskatchewan document and to continue to work on the Authorized Practice Endorsement (APE).

The Committee presented revisions to the Standard of Practice at the October 2015 SASW Advisory Board meeting and this consultation provided further input for review by the committee. In 2016, the Committee will be presenting the Standards document to SASW Council for their final approval before it is presented to the membership.

The Approved Practice Endorsement (APE) continues to be a work in progress. This project has involved extensive discussions with the stakeholders in the provincial government and other health professions as well as developing procedures and documentation.

# 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 committee 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: Carole Bryant  
Myrna Pitzel Bazylewski, Victoria Walton, Sandra Fortman

In 2015, the Volunteer Development Committee put together a slate of officers for the 2016 Annual General Meeting. The positions that were open for nomination included: two member at large positions, one secretary and one treasurer position.

Carole Bryant, chair, resigned from the committee late in 2015. Joanne Schenn agreed to chair the committee but due to personal commitments needed to step away. Early in 2016, SASW recruited Victoria Walton to chair this committee.

For 2016, the committee will need to recruit more members to its committee as well as for other committees such as the Standards of Practice, the Practice Ethics, Professional Conduct Committee, and the Social Justice Committee.

## **Battlefords Branch**

**Branch Representative: Donnela Kavalench**

- Branch was inactive in 2015; therefore, no report was submitted.

## Northeast Branch Report

Submitted by: Tara Nelson, BSW, RSW

**Chairperson: Tara Nelson**  
**Vice Chairperson: Leslie Christianson**  
**Past Chairperson: Katie Williamson**  
**Secretary/Branch Rep: Adele Burns**  
**Treasurer: Acara Wyonzek**

The Northeast Branch had many new additions to the executive, therefore, are still learning about the expectations/responsibilities associated with branch management. We are excited to continue to work together to fulfill our roles as part of SASW.

Our branch partnered with Northeast Outreach and Support Services to help with the “Walk a Mile in Her Shoes” fundraiser, which raises awareness about violence against women. We organized a social work panel, which was to present to prospective social work students in the region. Unfortunately, this event had to be cancelled due to weather.

As a rural branch we also face several key challenges such as bringing members together for meetings/events and recruiting students/social workers. We hope to continue to find opportunities to promote the profession with the social workers in our region, and within the communities we serve.

## Prince Albert Branch

Submitted by: Anthony Penner, BSW, RSW

**Chairperson: Anthony Penner**  
**Past Chairperson: Murray Wotherspoon**  
**Treasurer: Audrey Zwack**  
**Secretary: Celeste Boran-Fetch**  
**Members at Large: Judy Painter**

2015 year was one of change, commitment, and strength for Prince Albert Branch. The branch experienced a year of movement within the executive that could have left us without representation. Thankfully, our members demonstrated their desire to continue representing at the local and provincial level.

Celeste has graciously managed the branch's budding Facebook page. While still in its infancy, it allows us to move forward in connecting with members despite distance. The branch plans to continue to use Facebook to connect with our members regarding meetings, events, and important information impacting our area.

Our monthly meetings were well attended and meals were provided by "Learners with Purpose", a local life skills development program. Social Work Week continues to be the highlight of the year with the planning of Daryl Burns (Native Alcohol and Drug Abuse Program) presenting on his experience of lateral violence in First Nations communities and Dr. Colleen Dell presented a workshop on "Working with Understanding". A potluck supper and yoga session organized by Celeste; which provided a great opportunity to focus on networking and healthy living. Lastly, the Prince Albert Daily Herald ran articles highlighting two of our members in celebration of Social Work Week to demonstrate diversity within the profession.

2015 demonstrated that the Prince Albert Branch managed unexpected change extremely well. Our 2016 year will focus on using our aptitude for change to promote inclusion in our membership.

## Regina Branch

Branch Representative: Ryan Labatt, MSW, RSW

- Regina Branch was inactive in 2015; no report was submitted.

## Saskatoon Branch

Submitted by: Angie Pollom, BSW, RSW

**Chairperson: Angie Pollom/Erin Wasson**

**Past Chairperson: Erin Beckwell/Kristy Kominetsky**

**Treasurer: Angela Luron**

**Secretary: Jasmine St. Marie**

### **Member & Public Relations Committee – Chairperson: Shared Responsibility**

- Operating a strong email distribution system reaching approximately 450 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
- December 2015: Monthly meeting was a holiday social with appetizers at a local pub
- Although the Saskatoon branch has historically been busy we have seen a dramatic decrease in people volunteering to be directly involved in the month-to-month tasks of maintaining the branch and spear-heading initiatives. A volunteer recruitment drive in our area is needed to gain new active (as opposed to passive) members in order to continue the events we have done in the past. If volunteers do not come forward a significant decrease in the Saskatoon branches activity will be seen by the SASW provincially.

### **Mentorship Committee – Chairperson: Ruth Ann Thomas**

- March 2015: Hosted a Social Work Week Mentorship event with RSW speakers, held at the Faculty of Social Work campus, 12+ students in attendance
- The committee and the chair, Ruth Ann Thomas, attended the Faculty of Social Work in the early weeks of September and gathered interested students. Approximately 12 matches were made this year.

### **Education Committee – Chairperson: Erin Beckwell**

- “Ethical Decision-Making & Boundaries” was presented during Social Work week in 2015. Approximately 25 people attended.
- The committee eagerly awaits the roll-out of new topics from the provincial Education Committee

### **Social Justice Committee – Chairperson: Shared Responsibility**

- The SASW and student collaboration started to get organized in 2015 and decided to focus on supporting HIV/Aids agencies and information sharing as their next project. Fund raising is under way and they are reaching out to those working in this area in Saskatoon to discuss how to make the best impact.

**President: Natalie Bieberdorf**  
**Vice President: Maureen Kraemer**  
**Treasurer: Colleen Herman**  
**Secretary: Cathy Davis/Lorraine Wilkinson**  
**Branch Representative: Jill Zyla**

The Southeast Branch meets monthly at Tatagwa View Health Centre in Weyburn, which has Telehealth capabilities to include members from Estevan and the rural areas like Kipling, Redvers, and Carlyle. We often have four to eight people in attendance at our meetings with members from health, probation, and community based organizations, etc.

Our branch was pleased with our events in 2015. Social Work Week was a big success and we had representatives in all our local communities assigned to provide treats and promotion of the profession in their areas. We capitalized on Social Work Week with a training on “Ethics & Boundaries in Rural Social Work” which was provided for our members by Dr. Nuelle Novik. This presentation was extremely well-attended and members commented on how wonderful it was to have high-quality training locally available. Many more ideas were generated from this event and it was a good chance to network with other professionals.

In April, the branch held its Annual General Meeting and managed to meet quorum again (which is difficult in a rural setting). Lunch was provided at a local community hall and the Southeast Branch Executive were chosen.

Later in the year, planning commenced for the Christmas lunch in December. Again, we saw a great turn-out. The branch had games, activities, and door prizes for those in attendance.

The Southeast Branch is looking forward to another fun and active year in 2016!

## Swift Current Branch

Submitted by: Trisha Hall, BSW, RSW

**Co-chair: Trisha Hall/Kacie Scherger**  
**Past Chair: Sandra Fortman**  
**Treasurer / Secretary: Kristen Reinhart**  
**Program Coordinator: Mackenzie Mann**

The Swift Current branch has had a quieter year due to our program coordinator position not being filled until November of 2015.

### **Member Relations:**

- Swift Current annual general meeting was held late February 2015.
- The executive continues to work to strengthen email distribution to Swift Current members. The email is utilized to circulate branch and provincial SASW information, local actions and initiatives, professional development opportunities, as well as other community events.
- Future lunch and learns will continue to be open to local BSW students.
- Although the branch has been quieter, individually our members continue to support the local community, through volunteering at events such as the Christmas dinner by assisting with planning, volunteering and donating items.
- The branch ran a booth at the local career fair to promote the profession.

### **Education and Professional Development:**

- As mentioned, the branch was unable to plan events due to the Program Coordinator position being open for most of 2015. It was filled in November of 2015.

Planning for 2016 will be dependent upon executive positions being filled at the branch's annual general meeting. Mackenzie Mann has offered to help plan an educational speaker following our AGM in March.

## Yellowhead East Branch

Submitted by: Twila Seeley, BSW, RSW

**Chairpersons: Twila Seeley/Peter Thrun**  
**Treasurer: Jennifer Dmitruk**  
**Secretary: Barb Pelletier**

2015 was a rebuilding year for Yellowhead East Branch with a large percentage of fairly new board members. Marissa Wolfram informed us she would be withdrawing temporarily from branch activities as her family was expanding and she was due to have another baby near the end of 2015.

The branch began the year by outlining the purpose of the branch, which was identified as follows:

1. Engaging in community involvement
2. Education of public and the improvement of the public's perception of social workers
3. Providing education to social workers for professional development

For our first meeting in 2015, the Branch invited Alison McDonald, from the SASW office, who joined us to support the branch and provide information about SASW as well as other pertinent branch information.

Jennifer Dmitruk took on the position of treasurer and met with previous treasurer, Arlene Tanjerd. Jennifer acquainted herself with the branch bank account and policies/procedures related to it. It was recommended by Jennifer that the branch change its account to a value organization account, which is a better fit for our needs. A motion was passed and the account was changed.

Activities for Social Work Week for 2015 were limited because the branch is small and many of the executive members were finishing their social work degrees and had very little time to invest. The main undertaking was to deliver coffee and donuts to nine different work places where social workers, and individuals who possess a BSW degree are employed. The branch left a note thanking them for their efforts. Our thinking was that this would gain valuable branch exposure, which it did and was well received. It was also felt that maybe some non-registered individuals would take notice and think about registering. The branch plans to continue this activity for 2016 since we received much positive feedback.

One of the themes that came up in 2015 was the idea of doing as much branch work online as possible. All seemed to agree that meetings are difficult to attend. Having said that, members acknowledged that there is no replacement for face-to-face fellowship. Therefore, we will be flexible with meetings, and hold them when necessary and when convenient.

The branch also created a Dropbox for the sharing of resources. We hope to make better use of this in 2016 and beyond. The Yellowhead East Branch closed the year with some recruiting activity which has paid off.

2016 has started with a bang and we look forward to a more action-packed annual report next year!

# Auditor's Report

Prepared by: **Marcia Herback, CPA, CA**  
**Regina, SK**

## 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.

Marcia Herback Chartered Accountant Professional Corporation, an independent firm, has been appointed by the members to audit the financial statements and report to them; their report follows. The independent auditor has 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.



President: **Kirk Englot, MSW, RSW**

April 22, 2016  
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, 2015 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, 2015, and its financial performance and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

**Marcia Herback, CPA, CA**  
Regina, SK  
April 22, 2016

**SASKATCHEWAN ASSOCIATION OF SOCIAL WORKERS**  
**STATEMENT OF FINANCIAL POSITION**  
**AS AT DECEMBER 31, 2015**  
**(with comparative figures for 2014)**

	2015	2014
<b>ASSETS</b>		
<b>Current assets</b>		
Cash	\$ 106,970	\$ 60,260
Investments (Note 3)	818,745	834,602
Accounts receivable	<u>9,528</u>	<u>9,743</u>
	935,243	904,605
<b>Tangible Capital assets</b> (Note 4)	121,993	126,369
<b>Intangible assets</b> (Note 5)	<u>34,582</u>	<u>38,905</u>
	<u>\$ 1,091,818</u>	<u>\$ 1,069,879</u>
<b>LIABILITIES</b>		
<b>Current liabilities</b>		
Accounts payable and accrued liabilities	\$ 46,516	\$ 11,279
Deferred revenue (Note 6 )	<u>456,496</u>	<u>435,197</u>
	<u>503,012</u>	<u>446,476</u>
<b>NET ASSETS</b>		
Net assets invested in capital assets	156,575	165,274
Unrestricted net assets	<u>432,231</u>	<u>458,129</u>
	<u>588,806</u>	<u>623,403</u>
	<u>\$ 1,091,818</u>	<u>\$ 1,069,879</u>

See accompanying notes

Approved on Behalf of the Board



President: **Kirk Englot, MSW, RSW**

**SASKATCHEWAN ASSOCIATION OF SOCIAL WORKERS**  
**STATEMENT OF OPERATIONS**  
**FOR THE YEAR ENDED DECEMBER 31, 2015**  
**(with comparative figures for 2014)**

	<b>2015</b>	<b>2015 Budget</b>	<b>2014</b>
<b>Revenue</b>			
Membership fees	\$ 495,324	480,195	\$ 473,741
Conference	10,518	18,000	-
Newsletter and website advertising	2,750	3,200	3,114
Interest	5,165	7,000	6,924
Mailing fees	2,500	900	900
Book sales	-	-	727
	<u>516,257</u>	<u>509,295</u>	<u>485,406</u>
<b>Expenses</b>			
Amortization of tangible capital assets	5,346	5,635	5,715
Amortization of intangible asset	4,323	-	4,323
Audit and accounting	4,796	3,400	3,297
Awards and honorariums	617	1,100	995
Bank charges	11,743	10,650	9,102
Branch payments	5,500	6,000	5,800
CASW fees	63,678	62,426	60,604
Committee expenses	39,869	39,400	29,312
Communications & Marketing	-	5,000	764
Conference - provincial	10,829	18,000	-
Contract	15,000	15,000	15,000
Copier	1,116	1,000	946
Courier	417	600	495
Governance	1,995	-	-
Insurance	3,611	3,625	3,539

Legal	63,916	25,000	9,797
Memberships	933	2,000	1,639
Newsletter	5,444	8,000	8,577
Office supplies	3,379	5,900	4,271
On-line registration system fees	8,875	15,000	2,940
Postage	8,206	13,000	12,135
Printing	13,719	12,000	11,395
Property taxes	5,987	5,500	5,254
Repairs and maintenance	10,865	10,900	9,831
Salaries and benefits	244,138	224,058	199,716
Special events	1,486	3,000	403
Telephone	9,844	11,000	10,266
Utilities	3,378	3,700	3,061
Workshop	<u>1,844</u>	<u>2,000</u>	<u>3,566</u>
	<u>550,854</u>	<u>512,894</u>	<u>422,743</u>
<b>Excess of revenues over expenses</b>	<u>\$ (34,597)</u>	<u>(3,599)</u>	<u>\$ 62,663</u>

**See accompanying notes**

**SASKATCHEWAN ASSOCIATION OF SOCIAL WORKERS**  
**STATEMENT OF CHANGES IN NET ASSETS**  
**FOR THE YEAR ENDED DECEMBER 31, 2015**  
(with comparative figures for 2014)

	<u>Invested in Capital Assets</u>	<u>Unrestricted Funds</u>	<u>2015</u>	<u>2014</u>
<b>Net Assets</b>				
Balance, beginning of year	\$ 165,274	\$ 458,129	\$ 623,403	\$ 560,740
Amortization	(9,669)	9,669	-	-
Purchase (disposal) of capital assets	970	(970)	-	-
Excess of revenues over expenses	-	(34,597)	(34,597)	62,663
Balance, end of year	<u>\$ 156,575</u>	<u>\$ 432,231</u>	<u>\$ 588,806</u>	<u>\$ 623,403</u>

See accompanying notes

**SASKATCHEWAN ASSOCIATION OF SOCIAL WORKERS**  
**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED DECEMBER 31, 2015**  
**(with comparative figures for 2014)**

	<b>2015</b>	<b>2014</b>
<b>Operating activities</b>		
Excess of revenues over expenses	\$ (34,597)	\$ 62,663
Amortization of tangible capital assets	5,346	5,715
Amortization of intangible asset	<u>4,323</u>	<u>4,323</u>
	(24,928)	72,701
Net change in non-cash operating working capital balances (Note 8)	<u>72,608</u>	<u>(24,729)</u>
Cash provided by operating activities	<u>47,680</u>	<u>47,972</u>
<b>Investing activities</b>		
Additions to capital assets	(970)	(812)
Additions to intangible asset	<u>-</u>	<u>(43,228)</u>
Cash used in investing activities	<u>(970)</u>	<u>(44,040)</u>
<b>Cash position, beginning of year</b>	<u>60,260</u>	<u>56,328</u>
<b>Cash position, end of year</b>	<u>\$ 106,970</u>	<u>\$ 60,260</u>
See accompanying notes		

**SASKATCHEWAN ASSOCIATION OF SOCIAL WORKERS  
NOTES TO THE FINANCIAL STATEMENTS  
DECEMBER 31, 2015**

**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.

Tangible capital assets

Tangible 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.

Intangible assets

Intangible assets are recognized at cost and amortized on the basis of their useful life using the straight-line method at the following rates:

Software	10 years
----------	----------

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.

Management estimates

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, 2015**

**3. Investments**

Investments consist of term deposits maturing within twelve months from the year-end date.

The investments bear interest at rates from 0.35% to 1.05%.

**4. Capital assets**

	<b>Accumulated</b>		<b>2015 Net Book</b>	<b>2014 Net Book</b>
	<u>Cost</u>	<u>Amortization</u>	<u>Value</u>	<u>Value</u>
Land	\$ 20,000	\$ -	\$ 20,000	\$ 20,000
Building	169,559	71,759	97,800	101,875
Office equipment	24,503	22,813	1,690	1,564
Computer equipment	28,514	26,346	2,168	2,511
Furniture and fixtures	<u>6,481</u>	<u>6,146</u>	<u>335</u>	<u>419</u>
	<u>\$ 249,057</u>	<u>\$ 127,064</u>	<u>\$ 121,993</u>	<u>\$ 126,369</u>

**5. Intangible assets**

Intangible capital asset is comprised of an on-line registration system.

**6. Deferred revenue**

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

**7. 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, 2015:

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 2014.

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 2014.

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 not 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 2014.

**8. Net change in non-cash working capital balances**

	<u>2015</u>	<u>2014</u>
<b>Decrease (increase) in current assets:</b>		
Investments	\$ 15,857	\$ (43,841)
Accounts receivable	<u>215</u>	<u>(7,502)</u>
	<u>16,072</u>	<u>(51,343)</u>
<b>Increase (decrease) in current liabilities:</b>		
Accounts payable and accrued liabilities	35,237	(543)
Deferred revenue	<u>21,299</u>	<u>27,157</u>
	<u>56,536</u>	<u>26,614</u>
	<u>\$ 72,608</u>	<u>\$ (24,729)</u>

**9. 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.

