

Saskatchewan Association of Social Workers

2014

Annual Report

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President's Report

Submitted by: Kirk Englot, MSW, RSW (SK)

Submitting this message to SASW's annual report marks the completion of my first of a two-year term as President. It has been a rewarding experience and I have enjoyed working with our Council and staff during an interesting time of change and organizational development for SASW.

Joanne Schenn will be completing her term as Past President and I have appreciated her thoughtful help and experience as I transitioned into my new role at the beginning of the year. After the 2015 Annual General Meeting we will be welcoming new Council Members to the important policy and governance work of our Association.

One of SASW's major initiatives at the start of our year was to proceed with the Diagnosis Project, after our membership adopted new by-laws that will allow master level social workers to seek endorsement to diagnose. SASW has been working closely with the Ministry of Social Services and Ministry of Health to move these by-laws through the proclamation process so that we can begin building the regulatory policy and procedures to begin accepting applications and overseeing this expanded scope of practice. We had initially thought proclamation would occur more quickly than it has. For a number of reasons relating to the provincial government's process and the collaboration required to move this forward, the by-laws have taken longer than anticipated. However, this initiative is presently on track and Council is confident that we will begin to move forward soon.

The year commenced with my attendance at the Canadian Association of Social Workers (CASW) Annual General Meeting and strategic planning session in May. This was a very interesting experience and I am very pleased with the SASW's ongoing commitment and contribution to the CASW. The CASW has a strong strategic plan that outlines many energetic initiatives to inform national social policy, promote our profession, and collaborate with other national groups. See Ray Pekrul's CASW report in this Annual Report document for further details.

SASW Council had a planning day in June where we reviewed progress towards our strategic plan. We spent time discussing many of the key areas of action and determined that the association is making good progress towards the plan. Many of the action items are delegated to committees and Council hears regular updates at Advisory Board meetings on the progress towards these goals. It has been a dynamic year for committees, with recruitment for new members being an ongoing process.

SASW Council and Advisory Board changed the order of its meetings, which means that three times a year we meet as an advisory board the day prior to Council meetings. This has been a very effective way for Council to inform decisions based on the input and feedback of SASW's advisory body.

SASW implemented an online renewal and application system for registrations in October. SASW staff worked incredibly hard to implement this new system and provided additional telephone support to assist members in renewing their registration. Overall, it seems that the system was well received (even though there are always the inevitable minor bumps and bruises with big changes) and worked well during the registration period. With this implementation came a more interactive website, more frequent news updates from the office and a library for committees to store and retrieve documents. Overall, Council is very excited about how these changes can improve the way SASW serves its members.

I look forward to working with Council, Advisory Board and staff over the next year of my term to continue advancing the impact our profession has in Saskatchewan.

Executive Director/Registrar's Report

Submitted by: Alison MacDonald, MSW, PhD, RSW (SK)

The past year saw SASW take a major step into the 21st century digital world. We introduced our electronic newsletter and our electronic membership and renewal system as well as completing a major overhaul of our web site. Feedback from members and colleagues has been primarily positive, although there have been some challenges along the way. Following are some of the highlights:

- Over 90% of the SASW membership successfully completed the on-line renewal process in the fall.
- Because members are entering their continuing education information into the database, we are able to provide some statistics about learning in the province.
- Continuing education information can be entered as it happens rather than trying to remember it all at renewal time.
- Sixty members who have a full or part-time private practice are advertising their services on our website free of charge. They are searchable by name or practice specialization.
- Members now receive a single email with listings of multiple events rather than multiple emails listing single events.
- Members are able to update their contact information directly on the database.
- Communicating with all members or groups of members is quick and easy. We can select based on several different criteria enabling us to target information to the people who need it.
- Because we are no longer waiting for cheques to clear the bank, we can process applications quicker.
- Creating and completing surveys is a simple process. Watch for opportunities to give your input on a variety of relevant topics.

Members raised two issues of concern: First, the requirement for everyone to pay for renewal directly on-line was frustrating for people who have had their fees paid directly by their employer and those who do not have a credit card. This was somewhat alleviated by the ability to print a receipt for reimbursement immediately after making payment and the availability of prepaid credit cards. The second problem related to web browsers, some of which are not compatible with the In1Touch system. In some cases, members were able to download a different browser and others had to use a different computer.

Over time, on-line renewal and electronic communication will reduce our costs for data entry, postage, and a variety of other services. We will continue to work toward increased user-friendliness and look forward to other improvements in the future.

We have learned some interesting things as a result of the additional information in the system, particularly in relation to continuing education. These numbers may be a little bit off as we are still developing the reporting mechanisms but here is some of the data on the number of hours our members participate in continuing education activities:

Overall Average Hours of Continuing Education

	Full Time Practice	Part Time Practice	Non-practicing**
Category A	38	24	35
Category B	25	28	24
Category C	19	21	18
Total Hours*	85	73	80

* Some people only entered the total number of hours so this number is not a simple addition of the number of hours per category.

** These numbers only reflect those who entered CE information. It is not required for non-practicing members.

It is clear that meeting the requirement of 40 hours is not a problem for SASW members. The recognition of a broad range of learning formats helps, but it is apparent that most social workers still view formal learning (Category A) as their primary source of continuing education. Additional data gleaned from the database will be provided in the June 2015 newsletter.

Connecting with Members

SASW tried something new in 2014, using video technology to hold our Annual General Meeting in two sites simultaneously. With the assistance of the Faculty of Social Work, we were able to link members who attended in Regina and Saskatoon. This was moderately successful in that the technology worked well, people were able to participate at both sites, and the cost was very reasonable. However, there was less opportunity for networking than previous meetings, and the turnout was not significantly increased. Council will consider using this format again in the future when the AGM is not being held in conjunction with an educational event.

I was able to attend meetings with members in North Battleford and Weyburn. I also met with a group of children's services senior staff at Elk Ridge, where I delivered an ethics workshop and had some opportunity to discuss issues of mutual interest.

Tamara Gross worked with us for part of 2014, assisting with communications and a variety of tasks related to committees, council, and the on-line registration system. One of her tasks was to develop the e-newsletter that was distributed twice in the fall. We plan to continue with these semi-regular updates to keep members informed about activities they may be interested in. We were sorry to see Tamara leave at the end of November when she returned to her home in Alberta.

National and International Connections

SASW is a member of the Canadian Association of Social Workers (CASW), the Canadian Council of Social Work Regulators (CCSWR), the Association of Social Work Boards (ASWB), and the Council on Licensure, Enforcement and Regulation (CLEAR). Staff, SASW Council members, and committee chairs participated in a variety of meetings throughout 2014. These organizations provide educational programs for associations and regulatory bodies primarily in Canada and the US. Please check their web sites for more information about their focus and programs.

In addition to these formal groups, the social work registrars from across Canada get together each year to discuss issues of mutual interest. In 2014, we met in Culpeper, Virginia, in the ASWB office. ASWB staff have participated in the registrar's meetings for the past eight years

and this provided an opportunity for us to meet more of the program staff and gain an understanding of all the work ASWB undertakes on behalf of its members.

Volunteers and Students

Between the branches, committees, and Council, about 100 volunteers at any given time are supporting SASW activities. Without these people, we would not be able to manage the workload or engage in many of the events that currently take place. I want to acknowledge their work and ongoing commitment. SASW also provides a practicum placement for students on occasion. In 2013, Dane Fleischhacker completed his senior BSW practicum at SASW with his major project being work with the Social Justice Committee. We appreciated having him in the office.

Membership/Registration

As we were still learning how to use the on-line registration system in January, we did not realize the necessity of taking a “snap shot” of our statistics on December 31st to get the year-end numbers. Therefore, we are not able to provide the complete summary that is normally included in the annual report. In future, we will have more complete data available.

Membership Category	Number
Full-time Practicing	1191
Part-time Practicing	173
Non-practicing	209
Affiliate	3
Student	94
Total	1670

CASW Representative's Report

Submitted by: Ray Pekrul, MSW, RSW (SK)

Looking back over 2014, CASW enjoyed a busy and fruitful year. The highlight of the year was a very successful joint CASW/CASWE (Educators) Conference held in conjunction with the Congress of Humanities and Social Sciences in St. Catherine's, Ontario; May 26th - 29th. There were 400 registrants, the largest number ever apparently for a CASWE conference, meaning including practitioners proved to be a good exercise. A conference highlight was a beginning dialogue between practitioners, educators and regulators now known as the three pillars of the social work profession. The growing focus on regulation has created much tension and at times strong disagreements between the three pillars, especially the criticisms directed by educators at the purpose of regulation. All thought it was a good first effort to start conversation. A further meeting of the 'three pillars' is planned for June, 2015 in Charlottetown, P.E.I.

Financially CASW ended the year from a structured budget deficit with a small surplus. The surplus arose from some delayed expenditures carried into the current budget year, from unpaid sick leave in an administrative assistant position, and a small increase in some revenue lines. There was a sharp decrease in revenue in the Foreign Credential Assessment Program which was largely anticipated.

Interest Groups:

From the Children's Interest Group, the CASW Board adopted in May of 2014 the proposed "No Child Left Behind" statement. The statement called on all provincial and territorial jurisdictions to amend their legislation to ensure access to child protection services for youth up to age 18. As well from the interest group they developed the Social Media Use and Social Work Practice paper with recommendations both for individual members and for social service workplaces who will draft Social Media Use policy. The statement is available at the casw-acts.ca website.

The Private Practice Interest Group have developed guidelines and a list of resources to assist members looking to establish a private practice. A private practice portal is planned to be launched during Social Work Week in March of 2015. As well, a group of MSW Carleton University social work students produced a paper on social work services in third party health benefits plans. The paper is also available on the website.

The Social Policy Interest Group saw the position paper developed entitled Promoting Equity: The Future of Canadian Social Policy. The paper proposed an equity framework be developed to advance greater equity in income, health and social measures. This paper is forming the backdrop in positions put forward by CASW. The Equity Paper as it is called was presented at the IFSW Global Equity Observatory in Melbourne, Australia in July of 2014. The pre-budget submission to the Federal Committee of Finance argued for changes in social policy to advance social equity. On behalf of CASW, Allan Moscovitch is drafting a rationale for proposing a Federal Government Social Care Act similar to Medical Care Act. The rationale will be employed in drafting a proposed Social Care Act to be advanced during the 2015 Federal election campaign.

CASW submitted the discussion paper accepted by the CASW partners entitled “Reforming Prostitution Law in Canada: A Social Work Perspective” to the Senate Hearings in September of 2014. The paper was written from feminist and harm reduction perspectives. In October, the government passed its proposed law which is continuing to come under critical attack. Opponents suggest the proposed Act criminalizing the buyers will make conditions more unsafe for prostitutes by driving the activity further underground. This may turn out to be as unconstitutional as the Act it replaced.

Along with other coalition members, CASW lobbied recently to oppose a proposed private members’ bill C-585 which would require residency requirements be met prior to receipt of financial assistance. This would change the only accountability requirement for the receipt of federal funds in the Canada Social Transfer Act. This would negatively impact many including recent immigrants, and those moving throughout Canada either for employment or other social reasons such as to be near to family and other supports.

Individual Membership and Partnership

The number of individual members has exceeded 500, with over 300 full fee paying members. While the numbers are below projected increases to date, it is hoped the recent addition of another social worker to CASW staff to replace the past Administrative Assistant, will lead to a marketing campaign to raise the number of fee paying individual members from provincial jurisdictions who are not partners in the federation.

Alberta has just launched a voting campaign on the question of partnership in CASW federation to coincide with the ACSW Council Elections which start on January 25th, 2015 and will continue until March 12, 2015. CASW has outlined a range of benefits to membership in CASW along with the proposed and adopted fee formula from January, 2011. The Board is of course hopeful ACSW will find their way to rejoin the federation.

International Federation of Social Workers

Morel Cassie, the current president of CASW, began a two year term as Vice-President of North America Region on the IFSW Board. This is a two year rotating position with the U.S. There are five regions comprising the Federation.

At the IFSW conference in July, 2014 a global definition of Social Work was finally adopted after many years of debate and work.

“Social work is a practice-based profession and an academic discipline that promotes social change and development, social cohesion, and the empowerment and liberation of people. Principles of social justice, human rights, collective responsibility and respect for diversities are central to social work. Underpinned by theories of social work, social sciences, humanities and indigenous knowledge, social work engages people and structures to address life challenges and enhance wellbeing.”

2015 will prove to be an exciting year on the national level with the federal election likely for October 19, 2015 to form the backdrop. The election will target advocacy efforts from both CASW and the many coalitions in which it holds membership and in many cases a leadership position.

I wish you a prosperous and satisfying year with much professional success and meaning in your work.

Canadian Council of Social Work Regulators Report

Submitted by: Joanne Schenn, MSW, RSW (SK)

Jim Walls did not let his name stand for re-election and resigned as a Director and representative of SASW. SASW Council appointed Joanne Schenn, Saskatoon, to the Canadian Council of Social Work Regulators (CCSWR).

The CCSWR annual meeting and general meeting were both held on May 26, 2014, in St. Catharines, Ontario. During the annual meeting, representatives were present from all 10 provinces as we discussed the business over the previous year and confirmed the election results. The executive elected consists of Annie Rickett (Registrar, NBASW) President, John Mayr (Registrar BCCSW) Vice-President, Alison MacDonald (Executive Director/Registrar, SASW) Secretary, and Glenda McDonald (Registrar, OCSWSSW) Treasurer. There was some discussion about the desire to have a balance between staff and board members from the provincial bodies on the executive, while recognizing that the staff have greater longevity and well as dedicated time for national activities which may be less available to elected board members.

The general meeting followed immediately after the AGM concluded. The main discussion revolved around the transition to the new Canada Not-for-Profit Corporations Act. This Act required many changes to the bylaws and procedures followed by the organization. Other items of discussion included the policy on translation of documents, the election process, representation on national organizations, and plans to implement exams in various provinces.

CCSWR also has two major projects underway: one on interjurisdictional practice and one on a follow-up to the entry-to-practice competencies. The interjurisdictional practice committee may be of particular interest to SASW members as several are currently registered in more than one province. The committee is proposing a pilot project that would enable registrants in one province to work in another concurrently without requiring an additional registration. This could impact people working in border communities, people who live parts of the year in another province, or people who are doing practice electronically over a distance. Watch for more information in the future.

Awards Committee

Submitted by: Ruth Ann Thomas, MSW, RSW (SK)

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
Brendan Wallace, Tina Frerichs, Robyn Dishko

The Awards Committee meets via telephone conferencing to determine recipients of the SASW Distinguished Service Award, CASW National Distinguished Service Award as well as the SASW Student award. Historically the committee has just received nominations for the SASW Student Award but in 2014 the role was increased to now handle all awards. The Awards Committee is open to suggestions from the membership regarding increasing profile of the SASW through awards as well as recommendations for worthy recipients.

This year student awards were presented to Matt Jacobs, Erin Longpre, Nicholas McCormick, and Twila Seeley with funding support from CASW and AON Insurance. Congratulations to the worthy recipients.

The 2014 SASW student award was not given out. The balance in the award fund (managed through South Saskatchewan Community Foundation) as of December 31, 2014 was \$11,081.82.

The committee was honoured to recommend to council the following recipients for 2014 awards:

- Richard Hazel: CASW National Distinguished Service Award
- Bill Tingley and Marlene Salmers: SASW Distinguished Service Award

Discipline Resource Pool

Submitted by: David Rivers, MSW, RSW (SK)

Committee Purpose

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

Committee Members

Chairperson: David Rivers

Charlene Cameron, Lynn Duncanson, Sandra Fortman, Gayle Fulton, Klaus Gruber, Kerry La Pointe, Katherine Potts, Victoria Walton, Karen Wasylenka, Debra Wiszniak, Melissa Haas (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 were no discipline committee hearings held in 2014. There were also no reports forwarded by the Professional Conduct Committee to the chair of the Discipline Resource Pool for determination in 2014.

Education Committee Report

Submitted by: Krista Olson, BSW, MSW, RSW (SK)

Committee Purpose

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

Committee Members

Chair: Krista Olson

Karen Wasylenka, Jennifer Clarke, Ellen McGuire, Michelle Legare,
Renate Selinger, Angela Yung, Rikki Gusway

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

Continuing Education Policy

The Education Committee reviewed the SASW Continuing Education Policy requirements in anticipation of the SASW online membership renewal and registration process. Drop down options for three categories were developed where members would be able to choose credits in at least two of the categories to move forward in the online application process. This work was completed in June 2014 and implemented when online registration began in October 2014. The new method allows continuing education hours to be entered online at any time, providing SASW members an opportunity to organize their continuing education inventory throughout the year.

In June 2014, the Education Committee reviewed continuing education policies from across Canada with a discussion regarding future directions for assessing continuing education. The Chair participated in a Creating Evidence Based Continuing Education Competency Programs online webinar in November 2014. While SASW believes the national standard of 40 hours of professional education per year continues to be appropriate, especially since it includes formal and informal activities, the Committee plans to revisit further development of this policy. Potential ideas for expansion include self-assessment, learning plans and other evidence based competency assessment methods.

Continuing Education Opportunities

A survey of the SASW membership was completed in 2014 to assist in identifying areas of interest for continuing education.

A very successful two day DSM-5 workshop/training opportunity was held with Dr. Sophia Dziegielewski, Ph.D., LCSW, in November of 2014.

Code of Ethics Training

Work began in 2013 to review the code of ethics curriculum, recruit and train trainers, and make advanced ethics training more readily available across the province. Karen Wasylenka is a member of the ethics training group and facilitates ongoing communication with the Education Committee about this project. The Education Committee reviewed draft material for advanced ethics training on boundaries and risk management at our June 2014 meeting. A sub-committee has been formed to prioritize and organize content for this workshop in hopes of piloting the material at the 2015 SASW conference.

University of Regina

Members of the Education Committee, on behalf of SASW, sit on the following University of Regina committees:

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

I would like to give a heartfelt thank you to all members who shared their time and expertise by serving on the Education Committee this past year. Thank you also to Alison MacDonald, Debb Fisher and Tamara Gross for your support and wisdom.

Mentorship Committee

Submitted by: Angie Pollom, BSW, RSW (SK)

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

Provincial: It is my goal to establish a contact person from each branch/area across the province regarding mentorship opportunities. The program will look different in the various areas of our province. There are initial registration forms for the program are on the new website for all to access. The forms have a brief explanation of what objectives the program is trying to meet. I encourage anyone who is interested to contact me directly either through the SASW office or at mentorship@sasw.ca.

Saskatoon:

Ruth Ann Thomas is chairing the Saskatoon mentor program. In September, 2014 one committee member and one student rep attended a few classrooms at the Faculty of Social Work to get the word out about the SASW mentorship program and encourage people to participate. By November, 2014 several matches between students and registered social workers were underway. The Saskatoon mentorship program has found that giving a brief 10 to 15 minute presentation, in the classrooms, can really make a difference in student participation. Similar concerns seem to arise from both students and social workers about what the time commitment is.

In October of 2014 another RSW panel was organized at the Faculty of Social Work. Three social workers volunteered their time to come out for the evening to talk to students about what their job entails, how they got to where they are, and what is important about social work to them. An informative discussion between students and social workers followed.

Regina:

The Regina Mentorship Program has been revitalized in 2015 by Matt Jacobs, practicum student at the SASW office.

Matt has focused on putting together a strong mentorship program in Regina and welcomes volunteers at this time. A meeting will be organized towards the end of the semester in order to brief all involved on progress to date and plan next year's kick off and possible mentorship events such as; a get together in the evening, a luncheon, a panel, an information session, etc.

With valuable feedback from SASW Executive Director, Alison McDonald, and Office Administrator, Debb Fisher, Matt set out to begin matching interested students with social workers in 2015. Currently there are nine matches of mentor/students that have been completed out of the Regina branch. A great success for the first semester of re-implementing this program! While a couple of late registrations have come in and are being addressed, for the most part it is now at stage where pairings are being monitored. Follow up with the social workers and students will take place in the form of a short evaluation document emailed out at the end of the semester.

Regina Branch RSW's and students can look forward to this program re-launching again for the 2015 Fall Semester and 2016 winter semester.

Practice Ethics Committee

Submitted by: Donalda Halabuza, PhD, MSW, RSW (SK)

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 2 -4 weeks.

Committee Members

Chairperson: Donalda Halabuza

Andrew Field, Morgan Klassen, Eunice Peters, Arlene Tangjerd, Leanne Keach
Kim Lees, Crystal Giesbrecht, Deborah Bryson-Sarauer

There are nine social workers on the Practice Ethics Committee. We welcome our latest member, Crystal Giesbrecht, who is replacing Shawna Grey who resigned from the committee this year. We strive 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 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, 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

This committee is separate and independent from the Discipline or 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, ethics literature, and relevant legislation. All consultations occur via e-mail. The committee strives to have one face to face meeting per year and other meetings are via teleconference calls based on an "as needed basis."

In 2014, the Practice Ethics Committee received five inquires. Ethical questions were varied such as which parent signs consent for services to children when there is joint custody and one parent wants access to the counselling notes; ethical issues in setting up groups where the social worker is not affiliated with any agency; reporting child pornography when clients are asking for help; concerns about confidentiality in mental health services when clients live with friends and can be a danger to others; and whether it is necessary to report parents who are breaching "no contact" orders where there is no imminent risk to children and reporting would result in the family withdrawing from services.

This year we 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 we contributed articles in two issues of *Saskatchewan Social Worker* (newsletter).

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

Dianne Allen, 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 2014. Murray Wotherspoon submitted his resignation and Maureen Kramer was required to withdraw when she became a member of SASW Council in May. The two newest members of the Committee are Dianne Allen and Sheena McCallion. I wish to thank Murray and Maureen for their very thoughtful and careful participation in the Committee. Dianne and Sheena have already had an opportunity to demonstrate their varied practice knowledge and commitment to the review of complaints received.

The Professional Conduct Committee contracts the services of an investigator to ensure that information available to the committee is complete and reliable. Harriet Greenhow is a veteran social worker as well, and her experience as an investigator increases with each complaint.

The activity of the Professional Conduct Committee in 2014:

Open files from 2013	2
New files opened in 2014	8
Files closed in 2014	8
Files remaining open	2

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

Committee Purpose

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

- No report submitted.
- The chair of this committee, Alan Corbeil, resigned in June of 2014 and the position remains vacant.

Social Justice Committee

Submitted by: Tina Frerichs, BSW, RSW (SK)

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

Membership on this committee has been open to any person interested in working on the current issues being addressed by the committee.

In May of 2014, I volunteered to become the chairperson of the Social Justice Committee. By the end of 2014, the committee had a total of three teleconferencing meetings. The focus of each meeting was to re-engage the current membership and explore future directions/visions for the committee as a whole. A summary of the committee meetings activities for 2014 included:

- Attracting more members to the committee (including students)
- Revision to the 'terms of reference' for the committee
- Social justice award discussion
- Sub-committee creation, such as with C.U.I S.R. (Community University Institute for Social Research)
- Nomination of another co-chair
- Review of HUB/Building Partnerships to Reduce Crime documents (Community Mobilization teams in Saskatoon & Prince Albert)
- Review of the Housing First information
- Review of the Economic Action plan
- Social media group on Facebook

Standards of Practice Committee

Submitted by: Ralph Aman, MSW, RSW (SK)

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/Nuelle Novik
Kathy Bovair, Patti Petrucka, Sandra Dobra, Amanda Douglas

The Standards of Practice Committee was very active in 2014. Considerable time and energy was utilized preparing for changes to the *Social Workers Act* that related to diagnosis. This work included review and revisions to existing bylaws to support the anticipated legislative changes. The committee also has worked extensively to prepare necessary policies and procedures when changes to the *Act* come into force. We appreciated the assistance of Julie Stocki, Ray Pekrul, and Jennifer Suchorab, on a sub-committee to assist with this work.

Throughout the year, the Standards of Practice Committee has continued to review and consider necessary changes to the document *SASW Standards of Practice for Registered Social Workers in Saskatchewan (2012)*. In 2015, we will work towards finalizing necessary revisions to the document with a particular focus on addressing the area of technology and social work practice.

At the end of December 2014, Nuelle Novik stepped down as co-chair of the committee. We thank her for the time, effort and service she has given to this committee. We are pleased that Kathy Bovair has graciously accepted to serve as co-chair in 2015.

We anticipate 2015 will be a very busy year with anticipated changes to *Social Workers Act* coming into force and the constantly changing environment that Social Workers practice in.

Volunteer Development Committee

Submitted by: Carole Y. Bryant, MSW, RSW (SK), MBA, CPA, CMA

Committee Purpose

The purpose of the Volunteer Development Committee is to directly seek and solicit nominations of practicing or non-practising 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

The Volunteer Development Committee recruits nominations of practicing and non-practicing registered members to fill vacancies on the council of the association, the professional conduct committee and for the pool of registered members willing to be available for appointment to the discipline committee. The committee also assists council in finding members to chair its standing committees and assists chairs of standing committees to fill vacancies.

This past year has been busy with the committee recruiting members for the Education Committee, Practice Ethics Committee, Public Relations Committee, and Standards of Practice Committee as well as seeking additional geographical representation on the Volunteer Development Committee. The committee also recruited candidates for council positions. The committee was asked to review its terms of reference to review volunteer recognition and this will be done in the months ahead.

Tom Seeley stepped down as chair of the committee in 2014. I would like to thank him for his countless hours of service to the profession.

A special thank you to the SASW members who so willingly step forward and contribute their time and expertise to support the profession of social work.

Battlefords Branch

Submitted by: Donnela Kavalench, BSW, RSW (SK)

President: Donnela Kavalench
Vice President: Dianne Lauritzen
Secretary: Shannon DeBruin
Treasurer: Faith Nash
Member at Large: Tary Hummany

The Battlefords Branch held an event for Social Work Week in March. The committee worked together and had a very successful and informative presentation by Alison McDonald, Executive Director/Registrar of SASW. She spoke on the theme of “Social Workers Promoting Equity for a Stronger Canada”. People were pleased to meet Alison in person and grateful for her traveling to the Branch from Regina.

The branch also recognized Alan Corbeil for his outstanding work in the field of social work. He was presented with the Battlefords Social Worker of the Year Award.

Northeast Branch Report

Submitted by: Adele Burns, SASW Student Member

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

It was a quieter year for the Northeast Branch. The branch held a few different events throughout the year which were well attended. We provided a display at the University Open House in Melfort which promoted the branch, SASW, and the profession of social work as a whole. In addition to this, Tara Nelson and Jorin Starceвич presented on their international practicum placements.

During the course of the year, the branch also had a change in leadership. Katie Williamson stepped down as chairperson and this position was taken over by Tara Nelson. We are excited to welcome Tara to the position and are sure that she will do an amazing job. We wish Katie all the best in her future endeavors.

As a rural branch we also face several key challenges such as bringing members together for meetings/events and recruiting students/social workers. Overall, we are quite optimistic for 2015 and are sure that will be a good year for the Northeast.

Prince Albert Branch

Submitted by: Anthony Penner, BSW, RSW (SK)

Chair: Anthony Penner
Past Chair: Murray Wotherspoon
Treasurer: Audrey Zwack
Secretary: Patti Cram
Members at Large: Nicole Rancourt & Laura Hildebrandt

2014 year was a busy, successful year for our branch. We spent a great deal of time focusing on inclusion. Inclusion for us was adjusting our meeting schedules, offering and expanding our social work target population, and engaging through social media. We concluded that our branch required a Facebook page to offer information sharing and community. To address executive continuity issues, we have also created an email address to be used over the years as a standard contact option for our members.

Advocacy this year pertained to keeping the doors open at Margo Fournier Center and ensuring our youth have the vital support of the Youth Access Center (YAC). The YAC, inside the Margo Fournier, is located downtown and easily accessible to disadvantaged youth. Our advocacy was through social campaigning, letter writing, and representing our stance at city council meetings.

The branch monthly meetings were well attended and meals were provided by “Learners with Purpose”, a local life skills development program. Social Work Week was a great success with two foci: Nicole Rancourt and Laura Hildebrandt arranged a presentation on gang involvement within the Prince Albert region and free yoga sessions with our local yogi, Celeste Boran-Fetch.

The branch held its AGM in October and resulted in exciting executive changes for 2015. The new executive is: Bronwen Porcina - Chair; Anthony Penner – Past Chair; Celeste Boron-Fetch – Secretary; Audrey Zwack – Treasurer; Nicole Rancourt – Member at Large. We are excited to see growth in the Prince Albert branch and will continue on the focus of inclusion and advocacy.

Our goals for the upcoming year are to be decided by the new executive, but there will always be the underlying goal of bringing in social workers who have not typically been involved.

Regina Branch

Submitted by: Ryan Labatt, MSW, RSW (SK)

Chairperson: Ryan Labatt
Treasurer/Secretary: Vacant
Mentorship Program: Vacant

In 2014, the Regina Branch had some longstanding members leave after a number of years of committed involvement. On behalf of the Branch I would like to extend a big thank-you for this work! The branch is presently looking to fill the positions of Treasurer, Secretary and involvement with the Mentorship Program. We are always looking for new members and welcome anyone wanting to become involved.

During Social Work Week, the branch organized and held its annual Regina Branch Luncheon at Best Western Seven Oaks. The event was well attended and featured SASW's Executive Director/Registrar, Alison MacDonald, as our keynote speaker.

As our branch adjusted to change in its members in 2014, the branch did not engage in community volunteer work, however this was successful in past years and is something to explore doing for 2015. In past years, the branch has involved volunteer participation in such things as the North Central Community Clean-up and Christmas Food Bank Drives.

For 2015, Regina Branch will be exploring the possibility of hosting panel discussions at the University of Regina to engage the social work student body by bringing speakers to them.

Saskatoon Branch

Submitted by: Erin Beckwell MSW, RSW (SK) Kristy Kominetsky BSW, RSW (SK)

Co-Chairpersons: Erin Beckwell & Kristy Kominetsky

Past Chairperson: Angie Pollom

Treasurer: Angela Luron

Secretary: Jasmine St. Marie

Members of Large:

Queenie Celestino, Amanda Day, Tammy MacFarlane, Ruth Ann Thomas,
Bill Johnston, Jean Wiens

U of R Faculty of Social Work: Darlene Chalmers

Social Work Student Society: Jill Bachiu

Member & Public Relations – Chairperson: Shared Responsibility

- Committee currently inactive.
- Possibility of a membership recruitment occurring in spring 2015 in conjunction with BSW grad.
- Continued operation of an email distribution system reaching approximately 450 Saskatoon & area members, used to circulate Branch and Provincial SASW information, activities, and initiatives, professional development, employment and self-care opportunities, and related community events.
- Maintaining a group on Facebook, reaching beyond members to allied professionals and broader community.
- Continued need to recruit active members to the SASW Saskatoon Branch in order to maintain branch activity.

Mentorship Program – Chairperson: Ruth Ann Thomas

- Several matches between SW students and RSWs were made in the 2013-2014 academic year. Matching is ongoing for the current year.
- A mentorship panel of registered social workers was held on October 8 for social work students at the U of R with fair attendance and a good discussion.

Education Program – Chairperson: Erin Beckwell

- Have been active with offering ethics training, however, training was last offered in March 2014 (3 sessions offered in 2014).
- Anticipate connecting with ethics trainers in Saskatoon to discuss availability to offer training in 2015.

Social Justice – Chairperson: TBD

SWSS Co-Chair: Jessica Fisher

- This committee saw a successful rejuvenation in the fall with collaboration between the SASW Saskatoon Branch and the U of R Social Work Student Society (SWSS).
- A joint committee was formed with monthly meeting occurring on the third Thursday of each month.
- A Facebook page was started to communicate, plan and develop collaborative efforts between the SASW Saskatoon Branch and SWSS, as well as the larger community.
- The committee decided to focus on one social justice issue. This year the focus was on missing and murdered indigenous women.

- On November 13, 2014, the Saskatoon Branch/SWSS social justice committee arranged for group attendance at the Walking With Our Sisters exhibit at Wanuskewin. 13 people attended.
- Saskatoon Branch continued to be involved in and support the following annual events: Saskatoon Anti-Poverty Coalition (SAPC) Poverty Awareness Week, attendance at the PRIDE parade and Take Back the Night march.

Southeast Branch

Submitted by: Jill Zyla, BSW, RSW (SK)

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

Our branch had a successful year continuing to build our active membership and expand our activities. The Southeast Branch meets monthly at Tatagwa View in Weyburn, which has Tele-health capabilities to include our rural members. We often have 6-10 people at our meetings.

The branch celebrated Social Work Week in March 2014 by reaching out to the members in Weyburn, Estevan and several of our rural communities by providing signage and treats at the major centers where Social Workers are employed. We also advertised on the local electronic billboards and sent out individual recognition cards to all of our members. In April 2014, we held our second AGM and had record attendance. SASW Executive Director, Alison MacDonald, was in attendance along with her practicum student and many fruitful discussions were had about branch and member engagement with SASW.

The Southeast Branch was thrilled in the spring of 2014 to be the featured branch to identify a community based organization to illustrate the 2015 SASW Calendar. We worked together to choose the Sun Country Kids Club which is an organization that provides affordable after school and holiday programming for children ages 6 to 12 years. The children from this Club set to work creating their masterpieces featured on the current calendar with a theme of "Change".

We were sad to see our long-time secretary relocate and move on in June 2014, but were delighted to welcome two new secretaries to co-manage the role. The rest of our executive remained unchanged. In the fall of 2014, we tinkered with our meeting dates to accommodate one of our service centres which has led to increased participation from outlying areas. After a lot of discussion about what the membership was looking for, the branch found ourselves planning a "Boundaries and Ethics Workshop for Rural Practice" featuring Nuelle Novik for Spring 2015. At the end of 2014, we held our annual Christmas luncheon at a local restaurant and were pleased to see a number of Southeast members come out to socialize and network.

Swift Current Branch

Submitted by: Trisha Hall, BSW, RSW (SK)

Kacie Scherger MSW, RSW (SK)

Co-chairs: Trisha Hall/Kacie Scherger
Past Chair: Sandra Fortman
Treasurer / Secretary: Kristen Reinhart
Program Coordinator: Eunice Peters

The Swift Current Branch has had a busy and productive 2014. With a stable executive committee, time and energy has been spent on revitalizing our membership and local participation.

Member Relations:

- The executive is working to strengthen email distribution to Swift Current and area members. The email is utilized to circulate branch and provincial SASW information, activities and initiatives, professional development opportunities, as well as other community events.
- Our branch is attempting to promote student membership through opening lunch and learn to local BSW students.
- We also had a holiday social planned, but needed to cancel last minute due to poor weather conditions.
- Although the Branch has been busy, individually our members continue to support the local community, through volunteering, assisting with planning, and donating items at events such as the Christmas dinner.

Education and Professional Development:

- Highlighting recent successes, we are proud to share that at our last two “lunch and learn” events there has consistently been a group of 15 to 20 members.
- During Social Work Week, we were thrilled to host a Lunch and Learn where we ran the CASW webinar on Vicarious Trauma and Practical Strategies to Decrease Effect presented by Pamela Jackson, MSW; the luncheon was skillfully run by Sandra Fortman.
- We also hosted a Lunch and Learn where a local organization for immigrants presented on the perception of social workers with various immigrant populations as well as available programming. This was coordinated by Eunice Peters.
- We are offering tele-health for rural social workers to attend meetings and professional development sessions. At this time the support has not been utilized by our rural counterparts.

We are starting to see some stability within the Swift Current Branch with increased attendance at events put on by the branch. With several Lunch and Learns planned for this coming year, we are hopeful that this trend will continue.

Yellowhead East Branch

Submitted by: Marisa Wolfram, BSW, RSW (SK)

Chairperson: Joanne McCready
Treasurer/Secretary: Arlene Tangjerd
Branch Representative: Tom Seeley
Members at Large:
Bob Buhler, Kendra Sedley,
Twila Seeley, Peter Thrun, Sharon Nelson,
Chelsea Ryczak, Charity Taypotat, Marisa Wolfram,
Lindsay Sheichuk, Taren Neilson, Brenda Pasloski

The Yellowhead East Branch remained fairly inactive for the majority of 2014 with the struggle to recruit new members. A survey was conducted for Yellowhead East area members to explore ways of increasing member interest and participation for the group.

A presentation was completed in the fall of 2014 to the Parkland Community College BSW Students about SASW registration and local branch involvement. The primary branch focus for the majority of the year was to increase involvement from local social workers, which concluded successfully.

The branch regretted to accept the resignations of longstanding and valuable Yellowhead East members, Tom Seeley and Arlene Tangjerd. Each of the members has retired from the Yellowhead East Branch.

Elections were hosted at the end of 2014 to designate new members for executive positions for the 2015 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.



Kirk Englot, MSW, RSW (SK)

President

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, 2014 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

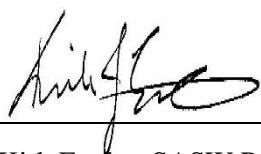
In my opinion, except for the effect of adjustments, if any, which I may have determined to be necessary had I been able to satisfy myself concerning the completeness of all revenues, the financial statements present fairly, in all material respects, the financial position of Saskatchewan Association Of Social Workers as at December 31, 2014, and its financial performance and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

SASKATCHEWAN ASSOCIATION OF SOCIAL WORKERS
STATEMENT OF FINANCIAL POSITION
AS AT DECEMBER 31, 2014
(with comparative figures for 2013)

	2014	2013
ASSETS		
Current assets		
Cash	\$ 60,260	\$ 56,328
Investments (Note 3)	834,602	790,761
Accounts receivable	<u>9,743</u>	<u>2,241</u>
	904,605	849,330
Tangible Capital assets (Note 4)	126,369	131,271
Intangible assets (Note 5)	<u>38,905</u>	<u>-</u>
	<u>\$ 1,069,879</u>	<u>\$ 980,601</u>
LIABILITIES		
Current liabilities		
Accounts payable and accrued liabilities	\$ 11,281	\$ 11,823
Deferred revenue (Note 6)	<u>435,197</u>	<u>408,040</u>
	<u>446,478</u>	<u>419,863</u>
NET ASSETS		
Net assets invested in capital assets	165,274	131,271
Unrestricted net assets	<u>458,127</u>	<u>429,467</u>
	<u>623,401</u>	<u>560,738</u>
	<u>\$ 1,069,879</u>	<u>\$ 980,601</u>

See accompanying notes

Approved on Behalf of the Board



Kirk Englot, SASW President

SASKATCHEWAN ASSOCIATION OF SOCIAL WORKERS
STATEMENT OF OPERATIONS
FOR THE YEAR ENDED DECEMBER 31, 2014
(with comparative figures for 2013)

	2014 Actual	2014 Budget	2013
Revenue			
Membership fees	\$ 473,741	480,000	\$ 476,629
Newsletter and website advertising	3,114	4,500	4,000
Interest	6,924	5,800	6,611
Mailing fees	900	1,500	1,400
Book sales	727	-	-
	<u>485,406</u>	<u>491,800</u>	<u>488,640</u>
Expenses			
Amortization of tangible capital assets	5,715	6,000	5,941
Amortization of intangible asset	4,323	-	-
Audit and accounting	3,297	3,400	3,369
Awards and honorariums	995	1,000	794
Bank charges	9,102	25,000	708
Branch payments	5,800	5,800	5,415
CASW fees	60,604	65,375	59,701
Committee expenses	29,312	42,250	32,433
Communications & Marketing	764	5,000	3,150
Conference - provincial	-	-	2,310
Contract	15,000	15,000	33,850
Copier	946	1,000	823
Courier	495	800	695
Insurance	3,539	3,600	3,814
Legal	9,797	20,000	3,793
Memberships	1,639	1,900	1,306
Newsletter	8,577	10,000	8,684
Office supplies	4,271	5,600	3,618
On-line registration system fees	2,940	60,000	-
Postage	12,135	16,000	12,154
Printing	11,395	13,000	12,925
Property taxes	5,254	5,000	4,459
Repairs and maintenance	9,831	16,000	7,478
Salaries and benefits	199,716	211,325	194,678
Special events	403	4,000	8,967
Telephone	10,266	11,000	8,713
Utilities	3,061	3,500	4,180
Workshop	3,566	3,000	-
	<u>422,743</u>	<u>554,550</u>	<u>423,958</u>
Excess of revenues over expenses	<u>\$ 62,663</u>	<u>(62,750)</u>	<u>\$ 64,682</u>

See accompanying notes

**SASKATCHEWAN ASSOCIATION OF SOCIAL WORKERS
STATEMENT OF CHANGES IN NET ASSETS
FOR THE YEAR ENDED DECEMBER 31, 2014
(with comparative figures for 2013)**

	<u>Invested in Capital Assets</u>	<u>Unrestricted Funds</u>	<u>2014</u>	<u>2013</u>
Net Assets				
Balance, beginning of year	\$ 131,271	\$ 429,467	\$ 560,738	\$ 496,056
Amortization	(10,038)	10,038	-	-
Purchase (disposal) of capital assets	44,041	(44,041)	-	-
Excess of revenues over expenses	<u>-</u>	<u>62,663</u>	<u>62,663</u>	<u>64,682</u>
Balance, end of year	<u>\$ 165,274</u>	<u>\$ 458,127</u>	<u>\$ 623,401</u>	<u>\$ 560,738</u>

See accompanying notes

SASKATCHEWAN ASSOCIATION OF SOCIAL WORKERS
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED DECEMBER 31, 2014
(with comparative figures for 2013)

	2014	2013
Operating activities		
Excess of revenues over expenses	\$ 62,663	\$ 64,682
Amortization of tangible capital assets	5,715	5,941
Amortization of intangible asset	4,323	-
	<u>72,701</u>	<u>70,623</u>
Net change in non-cash operating working capital balances (Note 8)	<u>(24,728)</u>	<u>(73,471)</u>
Cash provided by (used in) operating activities	<u>47,973</u>	<u>(2,848)</u>
Investing activities		
Additions to capital assets	(813)	(2,087)
Additions to intangible asset	(43,228)	-
Cash used in investing activities	<u>(44,041)</u>	<u>(2,087)</u>
Cash position, beginning of year	<u>56,328</u>	<u>61,263</u>
Cash position, end of year	<u>\$ 60,260</u>	<u>\$ 56,328</u>

See accompanying notes

SASKATCHEWAN ASSOCIATION OF SOCIAL WORKERS
NOTES TO THE FINANCIAL STATEMENTS
DECEMBER 31, 2014

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, 2014**

3. Investments

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

The investments bear interest at rates from 0.55% to 1.3%.

4. Capital assets

	Cost	Accumulated Amortization	2014 Net Book Value	2013 Net Book Value
Land	\$ 20,000	\$ -	\$20,000	\$20,000
Building	169,559	67,684	101,875	106,120
Office equipment	24,016	22,452	1,564	1,041
Computer equipment	28,031	25,520	2,511	3,588
Furniture and fixtures	<u>6,481</u>	<u>6,062</u>	<u>419</u>	<u>523</u>
	<u>\$ 248,087</u>	<u>\$ 121,718</u>	<u>\$ 126,369</u>	<u>\$ 131,272</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, 2014:

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 2013.

SASKATCHEWAN ASSOCIATION OF SOCIAL WORKERS
NOTES TO THE FINANCIAL STATEMENTS
DECEMBER 31, 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 2013.

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 2013.

8. Net change in non-cash working capital balances

	<u>2014</u>	<u>2013</u>
Decrease (increase) in current assets:		
Investments	\$ (43,841)	\$ (82,788)
Accounts receivable	<u>(7,502)</u>	<u>(862)</u>
	<u>(51,343)</u>	<u>(83,650)</u>
Increase (decrease) in current liabilities:		
Accounts payable and accrued liabilities	(542)	5,785
Deferred revenue	<u>27,157</u>	<u>4,394</u>
	<u>26,615</u>	<u>10,179</u>
	<u>\$ (24,728)</u>	<u>\$ (73,471)</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.