

Saskatchewan Association of Social Workers

2013 Annual Report

support for ethical practice

regulate the profession

promote the profession

advocate for social justice



SASW Council/Committee, Branch Listing - 2013

Council Members			
President	Joanne Schenn, Saskatoon	Members at Large:	Hazel Berg, Melfort Anne Penniston Gray, Regina Julie Stocki, Prince Albert
President Elect:	Kirk Englot, Regina	Pubic Representative:	Melissa Haas, Kelvington
Treasurer	Leann Keach, Moose Jaw		
Secretary	Dianne Lauritzen, Battleford		
Council Appointments			
Registrar	Bill Tingley, Regina	CASW Representative:	Ray Pekrul, Regina
Senate - University of Regina	Shelley Whitehead, Regina	CCSWR Representative:	Jim Walls, North Battleford
Committee/Task Team Chairpersons			
Aboriginal Social Workers Task Team	Hazel Berg, Melfort	Public Relations Committee	Alan Corbeil, North Battleford
Discipline Resource Pool	David Rivers, Regina	Standards of Practice	Nuelle Novik, Regina Ralph Aman, Swift Current
Education Committee	Shelley Whitehead, Regina	Student Award Committee	Ruth Ann Thomas, Saskatoon
Mentorship Committee	Angie Pollom, Saskatoon	Social Justice Committee	Sydney Bell, Saskatoon Noella Crowe-Salazar, Regina
Practice Ethics Committee	Donalda Halabuza, Regina	Volunteer Development Committee	Tom Seeley, Yorkton
Professional Conduct Committee	Jim Walls, North Battleford		
Branch Representatives			
Battlefords	Jim Walls	Saskatoon	Angie Pollom
Northeast	Sheryn Peterson	Southeast	Jill Zyla
Prince Albert	Anthony Penner	Swift Current	Trisha Hall/Kacie Johnson
Regina Branch	Ryan Labatt	Yellowhead East	Tom Seeley

Members of SASW Advisory Board & Council



Back row (left to right)

J. Zyla, T. Hall, D. Lauritzen, A. Penniston Gray, N. Novik, R. Thomas, L. Keach, K. Englot, A. Tangjerd, S. Peterson

Front Row (left to right)

A. Corbeil, D. Rivers, J. Walls, A. Pollom, A. Penner, R. Labatt, K. Johnson

Missing

J. Schenn, H. Berg, J. Stocki, M. Haas, S. Whitehead, R. Pekrul, D. Halabuza, R. Aman, T. Seeley

President's Report

As I prepared to write this report I reviewed last year's Annual Report and noted that the theme running through it was *preparing for change*. This year the theme that follows naturally is implementing change. We began the year with a new strategic plan and began to work very quickly within Council, Advisory Board and the committees to implement this plan. You will read in the various reports from the committees and the Executive Director/Registrar about the work they have been doing around their specific tasks and I will outline here the things that Council has begun or completed to date.

The first task for Council was to create a summary of organizations to whom we are connected and to identify ways to maintain these links. The list includes the CCSWR, Partnership of Professionals for Social Justice (that includes SASW, SRNA, College of Physicians and Surgeons of Sask., Sask. College of psychologists, Registered Psychiatric Nurses Association of Sask. and Sask. Teachers Federation), University of Regina, Ministry of Social Services, Ministry of Health, CASW, ASWB, Network of Intra-provincial Regulatory Organizations, and Poverty Free Saskatchewan. These links are very valuable and we support each other's work on our common goals.

Council has agreed to meet with the SASW Advisory Board prior to regular Council meetings rather than after as had been the practice. This change facilitates the gathering of information from the Advisory Board to be considered at Council meetings and not just the passing along of information to the members. It is the Advisory Board that provides direct connections to members in this large and diverse province and their input provides important information regarding the wishes and needs of the members that we represent and serve.

Council has been working for the better part of a year with the new Executive Director/Registrar, Alison MacDonald in the combined role. The transition to the combined role has been going well and adjustments are being made as we proceed. In order to ensure sufficient organizational capacity in anticipation of increasing registrations, a number of changes are in the works. A new staff person in the role of Project Co-ordinator and Communications Assistant has been hired. A Technology Task Team has been formed and Terms of Reference are being drafted for discussion. This task team will be reviewing, analyzing and identifying options for on-line registration and payment with a projected goal of having this in place for the next registration period. The budget has been accordingly adjusted to accommodate this change.

Council continues to work on preparation for implementing the endorsement of eligible SASW members to once again provide clinical diagnoses. A task team has been working on this

Diagnosis Project for some time in collaboration with the Ministry of Health, the Ministry of Social Services, ASWB and legal counsel to finalize the by-laws that will guide practise. Some of the issues they have been examining are core requirements, ongoing supervision and grand-parenting. The projected timeline would be to have this ready for member approval by the time of 2014 AGM.

As a result of our membership survey in preparation for strategic planning, the members requested ongoing member surveys. Council has been discussing the goal of establishing a two year cycle for engaging members in a mid-year survey. More work is being done on this and other methods of collecting input from members.

Council has been working with the Public Relations Committee to establish an effective communications plan that will incorporate technology. This has been a very active and energetic group. You will hear much more in their report about their activities and will experience the results of their work in the future.

Council continues to work with and to support the activities of all the rest of our committees and their hard working members. Without all this behind the scenes work at the committee level Council would not be able to provide the resources and activities our members require. I would like to offer my own personal thanks to these *very valuable volunteers* and recognize their many hours of work on behalf of the SASW. Volunteers are unpaid, not because they do not have value, but because they are priceless.

I would also like to acknowledge the work of the regular staff of the SASW, Debb Fisher, our Office Administrator, and Alison MacDonald, our new Executive Director/Registrar during this transition year. There have been many changes to adapt to and a few bumps in the road, but I want to thank you both for weathering the process and adapting so quickly. There appears to be many more changes to come and there are pressures that come with accommodating growth, but I have full faith in your abilities.

This is now the end of my term as President and would like to refer you to the article in the February 2014 issue of the *Saskatchewan Social Worker* where I reflect on all the things I have learned during this time. It has been a challenging and rewarding time to be President with all of the changes that are happening but I am so fortunate to have been able to lead the SASW through that process. I now turn the reigns over to your very capable President Elect, Kirk Englot, and welcome him to a position with many rewards and a lot of great people that are willing to help.

I have recently been appointed by Council to sit as the SASW representative to the Canadian Council on Social Work Regulation (CCSWR), and I am pleased to be able to continue to be involved and to serve the social work community.

Thank you to all of the members of the SASW for supporting my work during the past two years.

Executive Director/Registrar's Report

In the 2012 annual report you read about Richard Hazel's plans to step down at the end of March 2013. It took a little longer than that as he waited for the processes to unfold leading to my assumption of the role after the Victoria Day weekend in May. I was very appreciative of his support as I began to get to know SASW and his continued willingness to answer questions when they arose. I also appreciated the slower pace here in Saskatchewan that allowed me to spend much of the summer reading files, meeting members and colleagues from other professions, and generally getting to know the people and priorities of SASW. By the time fall hit with a busier meeting schedule and renewals, I was feeling quite comfortable in my new home. I would like to thank all the staff, council and advisory board members, and committee members who welcomed me into the organization and helped me to gain that comfort.

Social Workers to Perform Diagnosis

The most significant difference for SASW in 2013 was the passing of the legislative amendment allowing designated social workers to make a diagnosis under the DSM. The change was passed through third reading in the legislature on May 8, 2013 and received Royal Assent on May 15, 2013. The following is from the introduction by Minister Draude to the Human Services Committee on May 7, 2013:

The Ministry of Health has informed me that the wait time to see a psychiatrist in one of our regional health authorities can be as high as three to six months. In mental health child and youth services alone, 70 per cent of clients having behavioural disorders could be diagnosed by qualified social workers if this privilege is granted. Permitting properly credentialed registered social workers to diagnose addictions, mental health, and behaviour disorders will increase the diagnostic capacity of our system.

Alberta and British Columbia allow qualified social workers to diagnose, and their model has worked very well. Ontario also permits diagnostic privilege, as defined and managed by that province's legislation.

As a government, we are committed to lowering wait times throughout the health system and throughout government. There are several advantages to these amendments. They include earlier access to treatment and greater flexibility in how providers can be used to diagnose mental health disorders while ensuring the highest ethical and safety standards are met.

Ministry of Health officials, the Saskatchewan Association of Social Workers, the Saskatchewan College of Psychologists all agree that the current situation is hindering access to mental health services. This is particularly true in small health regions and rural and remote areas of the province where there are no psychologists on staff. Authorizing qualified clinical social workers to diagnose conditions such as depression, post-traumatic stress disorder, intellectual disabilities, or autism spectrum disorder will help people in the regions get the mental health services they need as close to home and as quickly as possible.

Accreditation or endorsement requirements will be established through SASW's regulatory bylaws to ensure that the social workers given diagnostic responsibilities are completely qualified to do so. These amendments will also make the SASW fully accountable for the monitoring and the enforcement of diagnosis within the social work profession.

On approval of the legislative amendments, the ministries of Health and Social Services will work with the SASW, the College of Psychologists of Saskatchewan, and other partners on regulatory bylaws and the accreditation requirements to ensure social workers who wish to diagnose are completely qualified to do so.

(Standing Committee on Human Services, Hansard Verbatim Report No. 22 – May 7, 2013)

The amendment does not come into force until proclamation, which will occur once the Bylaws, which define who will be eligible to be endorsed to perform diagnosis, have been approved by both the SASW membership and the government. A sub-committee of the SASW Standards of Practice Committee was struck in the fall to work on the Bylaws, policies and procedures related to diagnosis. It is anticipated that they will submit their report for consideration and voting by members in time for the 2014 Annual General Meeting. The sub-committee is ably chaired by Ralph Aman, RSW, who works with mental health in Swift Current. Ralph is also a co-chair of the Standards Committee.

SASW Strategic Plan

Among my first activities was participating in a planning session to bring the Strategic Plan, developed by Council and the Advisory Board over late 2012 and early 2013, to life. (The Strategy Map can be found at <http://www.sasw.ca/council/2013-strategic-plan-final-report-map.pdf>.) Council, along with all the standing committees, identified how their plans fit within the strategic plan. They then proposed goals for the next few years, based on the strategic priorities set by Council. A detailed list of the committee plans can be obtained by contacting the SASW office.

SASW Committee Membership

Several of the SASW committees have been in place for many years with little change in their membership. A number of committee members stepped down in 2013 after many years of service. Included among these were Sydney Bell and Noela Crowe-Salazar, co-chairs of the Social Justice Committee. We want to thank them for their work which culminated in the development and passing of the Economic Security and Child Welfare Principles (drafts of both documents were published in the June 2013 newsletter). A new sub-committee of the Social Justice Committee was established late in the year with a specific focus on children's issues. It is expected that the main committee will continue with work on the Economic Security Principles.

A call went out to the membership with the renewal forms as well as in the November newsletter asking members to consider joining one of the committees. I want to thank the many social workers who responded to that call and offered their time and commitment to SASW activities. We will be putting many of them to work in the coming months.

Registration

Bill Tingley's retirement led to another change in 2013, as I assumed the roles of both Executive Director and Registrar. Bill graciously agreed to continue working until the end of July to give me the time to transition to the Executive Director's role before taking on the registration tasks. He also came back in November to assist with the heavy renewal period. SASW has been lucky to have such committed staff members.

I learned a great deal about our membership through the renewal process. It appears that most social workers in Saskatchewan are finding ample opportunities for learning through a combination of on-the-job activities (in-services, supervision, practicum students, etc.), self-directed learning, community participation, and structured learning. Most members were able to identify over 40 hours of activity for the year. It was also interesting to see the variety of employment settings where our members practice, and the growing number of members getting registered when it is not specifically required by their employer.

An issue that arose among some renewals was recognition of the fact that people who are working within the scope of social work but registered in another profession or jurisdiction have been registering as "non-practising" with SASW. After seeking a legal opinion with regard to our legal obligations to these members and the public, they were informed that if they chose to remain registered with SASW they would need to do so in the "practising" category. This is one of several areas that will be considered as we review the bylaws in the coming months.

Statistics

The following table provides a picture of SASW's registration count from 1998 to the end of 2013. SASW continues to grow each year and we anticipate this trend continuing over the next few years.

Year	Affiliate	Full Time	Part Time	Non Practicing	Student	Total	% Increase/Decrease
1998	1	608	127	69	44	849	n/a
1999	1	658	126	90	44	919	7.62%+
2000	4	660	138	83	58	943	2.55%+
2001	3	682	155	87	48	975	3.29%+
2002	3	736	135	105	68	1,047	6.88%+
2003	4	767	124	109	73	1,077	2.79%+
2004	3	781	132	108	79	1,103	2.36%+
2005	2	797	129	140	93	1,161	5.0%+
2006	2	828	154	138	103	1,225	5.23%+
2007	3	856	151	159	91	1,260	2.78%+
2008	3	895	146	155	86	1,285	1.95%+
2009	2	946	152	157	72	1,329	3.32%+
2010	2	1024	149	149	102	1,426	6.81%+
2011	3	1066	152	158	82	1,461	2.4%+
2012	2	1116	161	182	96	1,557	6.17%+
2013	2	1199	168	160	90	1619	3.83%+

The following table breaks down are of employment for registered social workers:

EMPLOYMENT DATA	2010	2011	2012	2013
Community based agencies	73	75	82	236 *
Health care	613	619	629	679
Private practice	96	100	99	99
Corrections, policing & public safety	39	39	22	20
Ministry of Justice	12	14	14	20
Ministry of Social Services	89	85	114	127
School Social Work	68	81	78	86
First Nations Agency	32	41	30	56
Gov't of Canada	4	6	3	3
Research/Education (university)	21	22	23	26
Other	23	24	23	22

* The increase for this category is based on a change in the database query, and does not represent a significant change in actual employment.

The following table reports the gender split in registered social workers:

GENDER DATA	Registration Type	2010	2011	2012	2013
Female	Full time	883	925	973	1045
	Part time	131	135	141	148
	Non Practising	123	134	155	139
Male	Full time	144	142	143	154
	Part time	18	17	20	20
	Non practising	25	23	27	21
Total		1,324	1,376	1,459	1527

The following table reports the age distribution of registered social workers:

AGE DATA	2012 Number of Members	2013 Number of Members
20 -24 years	44	54
25 – 29	170	194
30 – 34	150	198
35 – 39	146	173
40 – 44	124	138
45 – 49	174	175
50 – 54	157	172
55 - 59	165	169
60 – 64	92	95
65 – 69	33	44
70 – 74	17	12
75+	5	6
No response	99	97

Respectfully submitted: Alison MacDonald, MSW, PHD, RSW (SK)

CASW Representative's Report

CASW through many activities promotes the profession and provides a national voice for social work on a range of social policy and social justice issue. This report will describe some key and current initiatives.

CASW & CASWE Joint National Conference 2014

The first joint conference of association members and social work educators is being planned for Brock University in St. Catherine's, Ontario, May 26 – May 29, 2014. CASW is sponsoring many of the costs associated with keynote and plenary speakers. The conference planning committee comprised of two CASW board members, and the two executive directors has been meeting twice a month since April 2013 to design a program of paper presentations, panels, posters, roundtables and a speakers' corner. The theme "Borders without Boundaries: Navigating the New Frontiers of Social Work" with four sub-themes will determine the papers chosen for the conference. This exciting conference is part of the Congress 2014 Humanities and Social Sciences conference, see caswe-acfts.ca for more information and call SASW office for possible scholarship eligibility.

Along with the conference the board of CASW and CASWE will hold their annual meetings as well as meet together to further our working relationship. CASWE's tenancy at CASW office has helped to facilitate this working relationship for conference planning.

Social Policy Initiatives

The CASW Social Policy Interest Group guided by the International Federation of Social Workers (IFSW) 2013 -2016 Global Observatory on Equity theme, and the 2014 National Social Work theme "Social Workers Promoting Equity for a Stronger Canada" is having a paper on equity drafted. The areas of focus will include a review of health equity by Dr. Glen Drover; economic equity by Dr. Jim Mulvale; and social equity by Dr. Alan Mosovitch. The paper will incorporate the move towards developing a proposed Canada Social and Welfare Services Act similar to the The Canada Health Act. The paper after adoption (March, 2014) will guide conversation with a range of coalitions, and form recommendations to federal finance committee for 2015, and hopefully enter the discourse of policy discussions for 2015 federal election. As well the paper will provide input from Canada into the IFSW Global Observatory on Equity for 2015 conference.

CASW Affiliate Individual Members

CASW is entering its second year with over 250 individual members. The affiliate members are being advised (January, 2014) under new CASW bylaws they can form a chapter on their initiative once 300 members have joined. It is likely a representative from the chapter would then sit with partner member representatives on the CASW board.

Individual affiliate members can only apply for membership from Alberta, Ontario and Quebec, since these jurisdictions are hoped will rejoin as partners in the federation in the future. The

CASW provincial and territorial partners welcome these members who believe in supporting a national association with a national social work voice.

CASW Coalitions and Advocacy

CASW is a partner in planning an emerging national coalition to bring together Partners for Mental Health, CAMIMH, and Clara's Big Ride into a large coalition to develop a national 'consensus' position on mental health for 2015.

CASW is lobbying in opposition to Bill C -54 (now Bill C-14, the Not Criminally Responsible Reform Act) before the Senate. CASW, with a national coalition, is attempting to influence the government to drop the dangerous offender designation and is proposing other amendments since the government is clear it will not drop the bill.

In December of 2013 CASW issued a request to Minister Baird to continue opposition to newly passed anti-homosexual act by the Ugandan parliament. IFSW issued a public response at the urging of the CASW president.

On November 22, 2013 CASW issued a release entitled Affordable Housing is Harm Reduction on National Housing Day.

Administration

At the Vancouver annual general meeting the federation adopted newly drafted bylaws and changes to the policy governance manual. The bylaws were submitted and approved in September of 2013 by Industry Canada enabling our association to move forward unencumbered.

CASW, while small in comparison to other professional national associations, seems mighty; thanks to the CASW Staff and Mr. Fred Phelps, Executive Director. Fred has become a sought after coalition planning member by other national groups in Ottawa. He brings his remarkable skills in policy analysis, communications and political lobbying on Parliament Hill. The board is grateful for his many endeavours on behalf of creating a larger national voice for CASW.

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

Canadian Council of Social Work Regulation (CCSWR) Report

SASW is a member of the Canadian Council of Social Work Regulators (CCSWR), along with the other 10 provincial and territorial social work regulatory bodies. Each member (provincial regulator) appoints two individuals as Directors of the Council. Richard Hazel served as one Director until his retirement in 2013, and Alison MacDonald, Executive Director/Registrar, succeeded him. I served as a Director and was elected by CCSWR Council as Member-at-Large on the CCSWR Executive Committee.

The CCSWR released the final edition of *Entry Level Competency Profile for the Social Work Profession in Canada* in 2013. It may be viewed at the CCSWR website, www.ccss.undertakingthiswr-ccorts.ca. This report represents the first steps the social work profession has taken on a national level to identify competencies required for social workers embarking on a career in practice. The Council recognizes that the profile is subject to review and refinement in the years ahead, but are hopeful that it will be the foundation for the next step in developing ways to ensure social work practice has standards and consistencies across the country.

Since the Annual General Assembly of the CCSWR in September, 2013, the Council has met once via the telephone. The work on the proposal for Phase Two of the Competency Profile continues. Inherent in the next project, given the informal working title of “Competency Project – Phase 2”, will be the assessment of credentials of foreign trained applicants for registration in Canada

Changes to the *Canada Not-For-Profit Corporations Act* (S.C. 2009) require the CCSWR to review its current Letters Patent and By-Laws and replace them with Articles of Continuance and new By-Laws. The Council is undertaking this in order to meet the October 2014 deadline.

The Council is making efforts to connect with the other major social work stakeholders at the national level; the Canadian Association of Social Workers, the Canadian Association of Social Work Educators and the Deans and Directors of Schools of Social Work. The Council has been invited to participate in a panel during the joint CASW-CASWE National Joint Social Work Conference in St. Catherine’s, Ontario in May 2014. There is hope that the dormant “Intersectoral Committee” might be revived in order to provide a forum to address issues that concern social work practice, regulation and education.

The CCSWR will hold its Annual General Assembly during that Conference. Election of Officers will take place. I have decided to not let my name stand for re-election and will resign as a Director and representative of SASW when Council has appointed another Director to take my place.

I want to thank SASW Council for the opportunity to represent SASW on the CCSWR during its formation and through its early history.

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

Auditor's Report

MANAGEMENT'S RESPONSIBILITY FOR FINANCIAL REPORTING

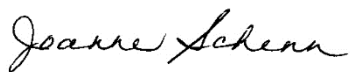
To the Members of Saskatchewan Association of Social Workers

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

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

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

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.



Joanne Schenn, MSW, RSW (SK)
President

March 24, 2014
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, 2013 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, 2013, and its financial performance and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Regina, Saskatchewan
March 24, 2014

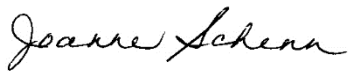
Marcia Herback
Chartered Accountant

SASKATCHEWAN ASSOCIATION OF SOCIAL WORKERS
STATEMENT OF FINANCIAL POSITION
AS AT DECEMBER 31, 2013
(with comparative figures for 2012)

	2013	2012
ASSETS		
Current assets		
Cash	\$ 56,328	\$ 61,263
Investments (Note 4)	790,761	707,973
Accounts receivable	<u>2,241</u>	<u>1,379</u>
	849,330	770,615
Capital assets (Note 5)	<u>131,271</u>	<u>135,125</u>
	<u><u>\$ 980,601</u></u>	<u><u>\$ 905,740</u></u>
LIABILITIES		
Current liabilities		
Accounts payable and accrued liabilities	\$ 11,825	\$ 6,040
Deferred revenue (Note 6)	<u>408,040</u>	<u>403,646</u>
	<u>419,865</u>	<u>409,686</u>
NET ASSETS		
Net assets invested in capital assets	131,271	135,125
Unrestricted net assets	<u>429,465</u>	<u>360,929</u>
	<u>560,736</u>	<u>496,054</u>
	<u><u>\$ 980,601</u></u>	<u><u>\$ 905,740</u></u>

See accompanying notes

Approved on Behalf of the Board



Joanne Schenn, MSW, RSW (SK)
President

SASKATCHEWAN ASSOCIATION OF SOCIAL WORKERS
STATEMENT OF OPERATIONS
FOR THE YEAR ENDED DECEMBER 31, 2013
(with comparative figures for 2012)

	2013	2013 Budget	2012
Revenue			
Membership fees	\$ 476,629	442,000	\$ 438,013
Conference	-	21,000	23,834
Newsletter and website advertising	4,000	4,500	4,600
Interest	6,611	2,700	3,920
Mailing fees	1,400	700	700
	<u>488,640</u>	<u>470,900</u>	<u>471,067</u>
Expenses			
Amortization	5,941	6,200	6,235
Audit and accounting	3,369	3,300	3,420
Awards and honorariums	794	900	756
Bad debts	-	-	5,000
Bank charges	708	1,000	616
Branch payments	5,415	5,915	4,115
CASW fees	59,701	60,201	56,445
Committee expenses	32,433	41,500	29,952
Communications & Marketing	3,150	13,500	-
Conference - provincial	2,310	21,000	16,030
Contract	33,850	44,044	43,575
Copier	823	750	728
Courier	695	750	773
Insurance	3,814	3,900	3,844
Legal	3,793	20,000	5,896
Memberships	1,306	1,400	1,322
Newsletter	8,684	10,000	8,868
Office supplies	3,618	4,600	3,628
Postage	12,154	11,500	10,298
Printing	12,925	12,700	11,229
Property taxes	4,459	5,000	4,123
Repairs and maintenance	7,478	8,500	5,930
Salaries and benefits	194,678	174,080	163,976
Special events	8,967	3,500	14,027
Telephone	8,713	8,000	6,847
Utilities	4,180	3,500	3,284
Workshop	-	1,000	-
	<u>423,958</u>	<u>466,740</u>	<u>410,917</u>
Excess of revenues over expenses	<u>\$ 64,682</u>	<u>4,160</u>	<u>\$ 60,150</u>

See accompanying notes

SASKATCHEWAN ASSOCIATION OF SOCIAL WORKERS
STATEMENT OF CHANGES IN NET ASSETS
FOR THE YEAR ENDED DECEMBER 31, 2013
(with comparative figures for 2012)

	Invested in Capital Assets	Unrestricted Funds	2013	2012
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
Net Assets				
Balance, beginning of year	\$ 135,125	\$ 360,929	\$ 496,054	\$ 435,904
Amortization	(5,941)	5,941	-	-
Purchase (disposal) of capital assets	2,087	(2,087)	-	-
Excess of revenues over expenses	<u>-</u>	<u>64,682</u>	<u>64,682</u>	<u>60,150</u>
Balance, end of year	<u>\$ 131,271</u>	<u>\$ 429,465</u>	<u>\$ 560,736</u>	<u>\$ 496,054</u>

See accompanying notes

SASKATCHEWAN ASSOCIATION OF SOCIAL WORKERS
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED DECEMBER 31, 2013
(with comparative figures for 2012)

	2013	2012
	<u> </u>	<u> </u>
Operating activities		
Excess of revenues over expenses	\$ 64,682	\$ 60,150
Amortization	<u>5,941</u>	<u>6,235</u>
	70,623	66,385
Net change in non-cash operating working capital balances (Note 7)	<u>(73,471)</u>	<u>(64,393)</u>
Cash provided by (used in) operating activities	<u>(2,848)</u>	<u>1,992</u>
Investing activities		
Additions to capital assets	<u>(2,087)</u>	<u>(564)</u>
Cash used in investing activities	<u>(2,087)</u>	<u>(564)</u>

Cash position, beginning of year	<u>61,263</u>	<u>59,835</u>
Cash position, end of year	<u>\$ 56,328</u>	<u>\$ 61,263</u>

See accompanying notes

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

1. Status and nature of activities

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

2. Summary of significant accounting policies

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

Revenue

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

Interest income is recognized when it is earned.

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

Capital assets

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

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

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

Financial instruments

The SASW initially measures its financial assets and financial liabilities at fair value. It subsequently measures all its financial assets and financial liabilities at amortized cost. Financial assets subsequently measured at amortized cost include cash, investments and accounts receivable. Financial liabilities subsequently measured at amortized cost include accounts payable and accrued liabilities.

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.

3. Financial instruments

The SASW is exposed to various risks through its financial instruments. The following analysis provides a measure of the SASW's exposure and concentrations at December 31, 2013:

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 2012.

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 2012.

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 2012.

4. Investments

Investments consist of term deposits maturing within twelve months from the year-end date. The investments bear interest at rates from 0.05% to 1.9%.

5. Capital assets

			2013	2012
	<u>Cost</u>	<u>Accumulated Amortization</u>	<u>Net Book Value</u>	<u>Net Book Value</u>
Land	\$ 20,000	\$ -	\$ 20,000	\$ 20,000
Building	169,559	63,439	106,120	110,542
Office equipment	23,203	22,162	1,041	826

		28,03	24,443	3,58	3,10
Computer equipment	1			8	3
Furniture and		6,48	5,958	52	65
fixtures	1			3	4
	\$	247,27	\$ 116,002	\$ 131,27	\$ 135,12
	4			2	5

6. Deferred revenue

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

7. Net change in non-cash working capital balances

	<u>2013</u>	<u>2012</u>
Decrease (increase) in current assets:		
Investments	\$ (82,788)	\$ (107,135)
Accounts receivable	(862)	7,305
Prepaid expenses	-	500
	<u>(83,650)</u>	<u>(99,330)</u>
Increase (decrease) in current liabilities:		
Accounts payable and accrued liabilities	5,785	2,082
Deferred revenue	4,394	32,855
	<u>10,179</u>	<u>34,937</u>
	<u>\$ (73,471)</u>	<u>\$ (64,393)</u>

8. Budgeted figures

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

Aboriginal Social Workers Task Team

Committee Purpose

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

Committee Members

Chairperson: Hazel Berg

No report submitted by chairperson.

In 2012, it was felt that this task team, may become defunct due to lack of interest, and that some members from the task team may assist the Public Relations Committee by promoting registration and the profession. However, on the 2013 listing of members expressing interest in service on committees, there was an increase of interest to participate on the Aboriginal Social Workers Task Team. The interest was explored and a group of aboriginal social workers did meet in October 2013 in Saskatoon to reorganize the group but no momentum has been gained.

Discipline Resource Pool

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 hearings in 2013 and there were no reports forwarded by the Professional Conduct Committee to the chair of the Discipline Resource Pool for adjudication in 2013.

Respectfully submitted: David Rivers, MSW, RSW (SK)

Education Committee

Committee Purpose

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

Committee Members

Chairperson: Shelley Whitehead

Karen Wasylenska, Amber Barlow, Krista Olson, Margi Hollingshead, Deb Jeffers, Jaclyn Ross

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

Continuing Education Policy

The 2012/2013 SASW strategic planning session resulted in a decision to review the SASW's Continuing Education Policy and requirements to ensure continued relevance. This work was completed and approved by Council in 2013, for implementation in 2014.

The intent of the policy is to provide members with an opportunity to reflect on their professional development needs and plan accordingly. 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 40 hours is seen as a minimum requirement. As such, beginning in 2014, SASW's policy has been amended to remove the 20 carry-over provision.

As well, beginning in 2014, members will continue to be responsible for tracking their continuing education hours and retaining their documentation, but will only be required to submit the education inventory form to SASW if they are randomly selected for audit. This will alleviate the administrative burden of the Registrar, while still ensuring members are accountable for fulfilling their professional obligation.

Ethics Training

Ethics training continues to be delivered across the province and the trainers continue to work with branches to make it available. Considerable interest has been expressed for advanced ethics training. Work began in 2013 to review the curriculum, recruit and train trainers, and make advanced training more readily available across the province in 2014. Karen Wasylenska is the Coordinator of the Ethics Training Group and facilitates ongoing communication with the Education Committee about this project.

University of Regina

I am the SASW representative on the University of Regina Senate and the Faculty of Social Work's Undergraduate Studies Committee. Amber Barlow sits on the MSW Committee and Karen Wasylenska is the SASW representative to the Faculty/Student Council. Until June 2013, the Education Committee's representative from the Faculty of Social Work was Margi Hollingshead.

I would like to thank all members who shared their time and expertise by serving on the Education Committee this past year. Thank you also to SASW staff - Alison MacDonald, Richard Hazel and Debb Fisher.

Respectfully submitted: Shelley Whitehead, BA, BSW, MSW, RSW (SK)

Mentorship Committee

Committee Purpose:

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

Committee Members

Chairperson: Angie Pollom

As a standing committee of SASW, the Mentorship Committee is involved in the four year strategic planning of the association. It was decided that the Mentorship Committee serves Goal #2 of the strategic plan; 'to support good and ethical social work practice', and Goal #3 of the strategic plan; 'to promote the profession of social work'. These goals will be worked on through strategic priorities. 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 chair of the Mentorship Committee, I am looking to gather interested members together to accomplish the three strategic priorities in the 2014/2015 year. The Mentorship Committee operates to accomplish the following outcomes as well:

1. Branches are supported in the development of local mentoring programs.
2. Common application, role description and liability release documents are used.
3. Requests from students have a timely response.
4. Pools of locally available mentors are developed over time.
5. The profession is strengthened through the development of greater mutual support.
6. Confidential records of mentoring matches are maintained at the Branch level.
7. The committee is 'named' annually so the immunity provided by Section 40 of *The Social Workers Act* is engaged.
8. 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.

We can all contribute as a mentor if we can share our areas of experience and knowledge with others! 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, social justice and so on.

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

Practice Ethics Committee

Committee Purpose

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

Committee Members

Chairperson: Donalda Halabuza (Regina)
Andrew Field, Morgan Avant, Eunice Peters, Arlene Tangjerd, Kim Lees,
Leann Keach, Shawna Gray, Deborah Bryson-Saraauer

The committee recruited two new members, Leanne Keach and Eunice Peters, who replaced Anne Penniston Gray and Peggy Cunningham who retired from the committee in the fall of 2013. We strive to find representatives from a variety of locations in the province and who bring with them diversity and complementary work experiences. It is especially important to have both urban and rural representation. Our current members have experience in adult mental health, medical social work, young offenders, child protection services, veterans affairs, corrections, private practice, family justice services (custody and access assessments), mediation, employee and family assistance, women's issues, long term care, adult mental health, crisis services, family violence, sexual assault, rural social work, child and youth (mental health for children and youth), social work in aboriginal communities, community based agencies, and government.

Consultations

This committee is separate and independent from the Discipline or Professional Conduct Committees. Confidentiality is maintained. The committee provides suggestions and options that are not binding and are based on reviewing the CASW Code of Ethics and Guidelines, SASW Standards of Practice, ethics literature, and relevant legislation. All consultations occur via e-mail. We have one face to face meeting per year. At present most of the meetings occur via telephone conference calls on an "as needed basis."

In 2013, the Practice Ethics Committee received five inquiries and one was withdrawn. Ethical questions concerned how files are to be preserved and the length of time; changing policies in the work-place where social workers were going to be supervised by other professionals; confidentiality in the work-place; and confidentiality in working with youth.

This year we did not have additional training. Training is often obtained based on specific themes in the consultations. We contributed in the strategic planning for SASW and have published two articles in the *Saskatchewan Social Worker* that addressed ethical issues regarding boundaries and dual relationships in rural social work practice and mental competence and confidentiality in medical social work with senior citizens. We are striving to increase the public profile of the Practice Ethics Committee for SASW members.

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

Professional Conduct Committee

Committee Purpose

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

Committee Members

Chairperson: Jim Walls

Garry Chrusch, Tracy Danylyshen-Laycock, Maureen Kraemer, Karl Mack,
Gloria Mitchell, Jean Wiens, Murray Wotherspoon, Audrey Zwack

Investigator: Harriet Greenhow

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

Over the past 12 months there has not been a Disciplinary Hearing. This does not mean that the Professional Conduct Committee has been inactive. During that time, six complaint files have been opened and each one of them has been explored carefully. Five complaint files were closed and one remains open as the investigation continues. While no investigation has led to a hearing, the committee has had occasion to write cautionary letters to some members to point out areas of practice that have caused concern among the Professional Conduct Committee. These concerns about practice did not reach the threshold of misconduct or incompetence; however, they were significant enough for the committee to request that the member engage in self-reflection and a review of specific practice.

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 sisters and brothers. This means our practice is open to the scrutiny of those we serve and to those who stand beside us in the profession. This accountability strengthens the profession and promotes ethical and competent social work practice.

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

Public Relations Committee

Committee Purpose

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

Committee Members

Chairperson: Alan Corbeil

Judy White, Roxane Schury, Michelle Buglas, Emily Alston-O'Connor,
Michèle Lafleur, Kimberly Wilson, Owen Manz

In 2013, Don Ebert, long time member of the Public Relations Committee stepped down.

The Public Relations Committee has had a very busy year with ongoing consultation and development of a media relations proposal in partnership with Benchmark Public Relations consultant, Pat Rediger. The Public Relations Committee began discussions in January 2013 about the idea of a strategic marketing plan for social workers in Saskatchewan. A draft media relations proposal was developed and presented to Council in fall 2013.

From this work it became clear that SASW, thus far, has been doing fairly well at promotions through *internal* means, which continue still. These have involved the use of our provincial newsletter and ongoing initiatives such as the “A Day in the Life of a Social Worker” articles, as well as promoting the volunteers of our various committees and the value they feel being involved with SASW brings to them.

While there have been some efforts in the area of *external* promotion they have not been very intensive for a few reasons, such as limits to the amount of time volunteers can commit, proper training requirements and authority to respond to media topics, limited funds, etc. It was suggested during the last membership survey that social workers would like a more visible presence in the public eye. From our consultations with the media consultant it became clear that two forms of external promotion of the social work profession in Saskatchewan are available to us. These are a *reactive* approach, to address topics of importance arising in the media that could potentially skew our public image, and also a *proactive* approach to promote the image we would like the public to see.

Work has begun to develop Media Relations Task Team which will be a sub-committee of the Public Relations Committee. This team will be carefully selected with volunteers trained in media response. For this reason another media relations training workshop will be planned to ensure that these skills will be entrenched.

Several initiatives have been suggested as methods of external promotion. These options are currently being considered as the means become available. These will include things like the use of newspaper promotions, online promotion (i.e., upgraded SASW website, social media),

development of branch support “kits” for the purpose of promotion, and possibly a “Social Work Champions” campaign in the future. To set the foundation for a positive external image the Public Relations Committee is holding a contest available to all SASW members to develop a new and unique “tag line”. This tag line once chosen will be used heavily in our promotional efforts.

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

Social Justice Committee

Committee Purpose

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

The two committee chairs resigned from their role on the Social Justice Committee. No report was submitted.

A new chair has been found and this group will be working on goals as per the SASW strategic plan.

Standards of Practice Committee

Committee Purpose

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

Committee Members

Co-chairpersons: Ralph Aman and Nuelle Novik
Kathy Bovair, Patti Petrucka, Brenda Rediron, Sandra Dobra,
Amanda Douglas (student member)

The Standards of Practice Committee had another busy year in 2013. As a committee, we continue to receive feedback on the *SASW Standards of Practice for Registered Social Workers in Saskatchewan (2012)* document, and continue to work towards revisions that will be required in 2014.

The Standards of Practice Committee has continued with required work related to the Legislative changes to *The Social Workers Act* which was passed in the spring of 2013. Primarily, Ralph Aman is chairing a subcommittee that is focusing on the diagnosis piece, and we are currently preparing a draft of new Bylaws.

During 2013, Council also accepted this Committee's recommendation for changes related to the Private Practice Registry.

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

Student Award Committee

Committee Purpose

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

Committee Members

Chairperson: Ruth Ann Thomas
Brendan Wallace, Tina Frerichs, Robyn Dishko

One member, Marissa Landry, resigned from the committee in 2013.

The Student Award committee meets via telephone conference call to determine the recipient of the Annual Student Award. For 2013, the selected individual was Rikki Gusway. Rikki has an exemplary history of, and a dedication to volunteering. Rikki is involved with SEARCH (Student Energy in Action for Regina Community Health as Public Relations committee chair speaking and promoting SEARCH through the community). She exemplifies the hard work and dedication that the Student Award Committee is proud to support.

The Student Award committee is always searching for new ideas to grow our fund – any and all suggestions are welcome. At December 31, 2013 the fund had \$9,934.72 in it.

A special thanks to Alison MacDonald for her guidance and to Debb Fisher for her administrative work in keeping our committee functioning.

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

Volunteer Development Committee

Committee Purpose

The purpose of the Volunteer Development Committee is to directly seek and solicit nominations of practicing or non 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: Tom Seeley

Myrna Pitzel Bazylewski, Victoria Walton, Carole Bryant, Sandra Fortman

Frank Dornstauder resigned from the Volunteer Development Committee after several years of dedicated service.

The past year was one of the most active ones for the Volunteer Development Committee. On October 26th, I participated in a meeting in Saskatoon to assist in the reorganization of the Aboriginal Social Worker Task Team. The Volunteer Development Committee also provided assistance to the Practice Ethics Committee, the Public Relations Committee, the Student Award Committee, the Standards of Practice Committee, the Education Committee, the Technology Task Team and the Media Relations Task Team in recruiting new members. As well, the Volunteer Development Committee needed new members.

In 2013, the Volunteer Development Committee had to deliberate on five possible nominations for Council positions which will expire in 2014.

This will be my last annual report on behalf of the Volunteer Development Committee. I would like to take this opportunity to thank all past and present committee members for their contributions and especially to the scores of SASW members who have been willing to step forward and contribute so much time to support their professional association.

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

Battlefords Branch

President: Dianne Lauritzen
Vice President: Alan Corbeil
Treasurer: Faith Nash Secretary: Shannon DeBruin
Branch Rep: Jim Walls
Members at Large: Tara Humenny and Debbie Gullickson

The Battlefords Branch meets regularly four times per year. Our main emphasis is always on Social Work Week and we managed, again to pull off a stellar event for 2013. In keeping with the theme **“Social Workers Defending Social Programs for a stronger Canada”**, Sheldon Gattinger, a Minister at Zion Lutheran Church in North Battleford, came to speak to us on homelessness. He has been involved in getting a homeless shelter established in the Battlefords. Sheldon spoke about the needs of homeless people and the politics involved. It was a presentation that certainly made us think about the need to “defend social programs”.

Every year, the branch likes to honour a local social worker who upholds and demonstrates the values and principles of the profession within our community, demonstrates ethics in daily practice and promotes the social work profession. The 2013 award was given to Karen Richard, Executive Director of Catholic Family Services. Karen has been the Executive Director of Catholic Family Services since its inception in the early 1990s and has demonstrated a strong commitment to the profession of social work. Congratulations Karen, it was well deserved.

Beverlie Horpestad, who was our regional Ethics Trainer, has resigned from this position. Thank you Beverlie for your work in this area.

Respectfully submitted: Dianne Lauritzen, BSW, RSW (SK)

Northeast Branch Report

Chairperson: Katie Williamson
Vice Chairperson: Leslie Christianson
Past Chairperson: Lindsey Bruce
Secretary: Judy Jones
Treasurer/Branch Rep: Sheryn Peterson
Members at large: Shawna Gray, Heather Reese

It was a quieter year for the Northeast Branch with only a few meetings held in the fall. The highlight was meeting with Alison MacDonald, the new SASW Executive Director, who traveled to Melfort to meet with members from our branch at a 'Meet and Greet' supper meeting. This meeting was well attended and extremely informative. Alison provided a good overview of where the association is at.

As a group, the Northeast Branch has brainstormed some ideas for 2014 that we can do as a branch. These ideas include educational events for members as well as community involvement. Northeast Branch has purchased a set of T-shirts with SASW embossed on them that will be used when doing community work or presentations. This will help to promote both the social work profession, the Association as well as the Northeast Branch.

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

Prince Albert Branch

Chairperson: Anthony Penner
Secretary: Wanda Seidlikoski-Yurach/Patti Cram
Treasurer: Audrey Zwack
Members at Large: Laura Hildebrandt, Nicole Rancourt

Branch Meetings

In the months following the 2012 Annual General Meeting of the Prince Albert Branch, there have been four branch meetings. These meetings took place on and June 20, September 25, November 15, and December 11, 2013. The meetings were held at the Malhotra Room of the Alfred Jenkins Centre over the noon hour with lunch sponsored by the Prince Albert Branch and supplied by the **“Learners with a Purpose”** youth group.

Lunch & Learn Meetings

The Branch hosted two Lunch & Learn meetings as follows:

January 22, 2013: Aboriginal Culture as Intervention: The Stacey Sewap Story

Participants watched the documentary of Stacey Sewap and his tribulations surrounding justice and addictions. Discussion followed.

March 06, 2013: School Social Work

Three local social workers who are employed by the school division provided insight to the roles and responsibilities within their institutions.

Respectfully submitted: Anthony Penner, BSW, RSW (SK)

Regina Branch

Chair: Ryan Labatt

Treasurer: Vacant

Secretary: Vacant

Mentorship Committee: Vacant

Members at Large: Christal Gerrard, Sheena McCallum, Colleen Moreau

The Social Work Week luncheon for 2013 was held at the Seven Oaks Hotel coinciding with Social Work Week. Jillian Kusisto and Sharon Achtemichuk from the Ranch Ehrlo Society, Family Treatment Program , spoke at the luncheon as our keynote speakers. Approximately 60 people attended the luncheon.

On December 12, 2013 Regina Branch members volunteered at the Regina Food Bank assisting with food hampers for the Christmas season.

The branch lost some of its members from the positions as Treasurer, Secretary and Mentorship Committee in 2013. As a result, the branch has been hampered in its ability to fully develop and advance an agenda. In 2014, we look to fill our vacant positions and to grow our members at large.

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

Saskatoon Branch

Chairperson/Branch Rep: Angie Pollom
Past Chairperson/Treasurer: Angela Luron
Secretary: Jasmine St. Marie

Members of Large:
Erin Beckwell , Amanda Klimm, Queenie Celestino,
Ruth Ann Thomas, Jean Wiens, Emily Alston-O'Connor
UofR Faculty of Social Work: Erin Beckwell
Social Work Student Society: Alicia Blakley

Member & Public Relations – 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 2013: Monthly meeting was a holiday dessert & coffee social.
- 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 Branch activity will be seen by SASW provincially.

Mentorship Program – Chairperson: Ruth Ann Thomas

- March 2013: Hosted a Social Work Week mentorship event with registered social worker speakers, held at the Faculty of Social Work campus, 35+ students in attendance.
- The mentorship program focused on being present in the classrooms during the first two weeks of school in September, 2013, this resulted in an abundant response from the students. The program and the chair, Ruth Ann, had their work cut out for them recruiting registered social workers to match with eager students. At last count, 24 students/registered social worker matches were completed. This is likely a record for Saskatoon. The Student Society President, Alicia Blakley, was a very active participant having experienced the program through being matched the year before. This was very beneficial in getting the information shared and the mentorship program hopes to repeat this process next year with a new student society president.
- The first registered social worker speaker panel was held in October, 2013 and was met with a wonderful turnout of approximately 40 students and registered social workers.

Alison MacDonald, Executive Director, was in Saskatoon during this time and the event attended as well. The feedback from the students was positive and the mentorship program decided holding the second speaker panel sooner rather than later was best so the next event occurs January 30th, 2014.

Education Program – Chairperson: Erin Beckwell

Ethics Workshops:

- Now offering three ethics workshops on rotation throughout the year: Ethics Orientation, Ethical Decision-Making, Boundaries
- We currently have four active trainers for Saskatoon area, including two who are new to the training process.
- Hosted ethics orientation (12 participants) and a workshop on boundaries (10 participants) in June, 2013.

Social Justice – Chairperson: Shared Responsibility

- October 2013: Annual support for the Saskatoon Anti-Poverty Coalition (SAPC) for 'Poverty Awareness Week' in Saskatoon.
- We continue to assist community organizations and local charities to promote their social justice events through our Facebook page and email distribution. The Saskatoon Branch makes an effort to support PRIDE week activities and the Take Back the Night march annually.

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

Southeast Branch

President: Natalie Bieberdorf
Vice President: Maureen Kraemer
Treasurer: Colleen Herman
Secretar: Cynthia Casavant
Branch Rep: Jill Zyla

The Southeast Branch had a busy and productive 2013. Our executive meets bi-monthly, with some additional dates for extra planning. We usually have four to five members in attendance at each meeting, with the option for rural members to attend via tele-health.

For 2013 Social Work Week, we decided to reach out to our local membership to promote the branch. We sent out travel mugs with the SASW logo to every member. These were very well received and we still seeing members bringing them to meetings/workshops. We also had a Social Work Week Luncheon which was well attended.

In 2013, the Southeast Branch also held our first Annual General Meeting which was very successful and well-attended. We are currently planning for our second Annual General Meeting.

In the fall, our Branch had another first when we held our first ever Ethics Training Workshop which was presented free to members and non-members in an effort to promote and recruit. We are grateful to Karen Wasylenska for travelling to Weyburn to present to our branch members. Members still talk about what they learned and how they appreciated the time to network with colleagues.

The year was concluded with our December Christmas Luncheon, which was held informally at a local restaurant. We were again pleased with attendance.

Southeast Branch looks forward to new challenges and developments in 2014.

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

Swift Current Branch

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

This has been an interesting year for the Swift Current Branch. We have seen change in our executive members and increased attendance in branch activities.

Activities that occurred during 2013 include:

- January 17 2013: Annual General Meeting & branch meeting; Guest Speaker, Richard Hazel, from SASW
- March 28 2013: Lunch Social Event for branch members to celebrate Social Work Week
- October 21 2013: Branch meeting held with Guest Speaker, Alison MacDonald, from SASW

Information received from the SASW office was circulated to all members via email to solicit feedback and keep members informed. We also had a holiday social planned, but needed to cancel last minute due to poor weather conditions. A number of our members continue to support the local community Christmas dinner by assisting with planning, volunteering and donating items.

We are starting to see a revitalisation of 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.

Respectfully submitted: Trisha Hall, RSW (SK)

Yellowhead East Branch

President: Vacant
Vice-President: Joanne McCready
Secretary: Rotating
Treasurer: Arlene Tangjerd
Branch Rep: Tom Seeley (acting)
Members at Large:
Bob Buhler, Tammy MacFarland, Paula Walker-Speiler, Tom Seeley

During 2013, the Yellowhead East Branch sponsored two “Lunch and Learn” events. The first event, held on on March 21st, featured Edith Montescleros of the Partners in Settlement Program, speaking about the increasing level of immigration to our area and the support provided to the newcomers by her organization. The second “Lunch and Learn” was a presentation on May 30th by Lois Okrainec on her recent experience in Namibia, Africa, where she was doing some consulting work on early childhood development. Yellowhead East Branch also sponsored an ethics workshop presented by Karen Wasylenka on May 30th.

Yellowhead East Branch continues to struggle with participation at our regular monthly meetings; however, we have been successful in presenting two or three learning events each year.

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