

Saskatchewan Association of Social Workers



Annual Report

2016



"Strengthening Individuals, Families & Communities"

President's Report

I have now completed year one of my two year term as President of SASW. Kirk Englot's four-year term on SASW Council will formally end at this Annual General Meeting. Kirk's contribution as president-elect, president and past president has been significant. His leadership was instrumental in managing significant change for the Association during his term.

In 2016, we started preliminary work towards development of a new strategic plan. We welcome input as we further our work in the development of the Approved Practice Endorsement (APE) and with our next strategic plan.

SASW has been utilizing the services of Praxis Consulting to set forth a process for achieving a quality strategic plan. We are committed to including an on-line survey of SASW membership and non-members to ensure opportunity for everyone to participate. As a significant portion of the work of the Association is done in a volunteer capacity, we want the new plan to define various roles in a more streamlined manner.

Social work week was marked in March of 2016 throughout the province. SASW Regina Branch hosted a presentation on Syrian refugees arriving in Canada and what our profession might see in terms of trauma that these individuals and families have faced.

In 2016, I participated in meetings with the Canadian Council of Social Work Regulators (CCSWR). Karen and I have recently been involved in a CCSWR bylaw review ahead of meetings in Banff this June 2017. I have also been involved with the Canadian Association of Social Workers (CASW) who are hosting their Annual General Meeting in Banff prior to CCSWR in June.

In November of 2016, I attended the Association of Social Work Boards (ASWB) Annual Meeting of the Delegate Assembly in San Diego, California. This was an excellent opportunity to learn more about ASWB and connect with other Social Work Boards and Associations from Canada and the United States. There was focus on mobility of registered social workers being able to move between states/provinces with minimal barriers. Title protection, public protection and public awareness were also important themes of this meeting.

SASW has continued to dialogue with the Ministry of Social Services (MSS) in relation to the issue of registration for all Ministry staff who are required to have degrees in social work but are not presently required to be registered. Karen Wasylenska and Carole Bryant met with the Minister of Social Services, Tina Beaudry-Mellor, this past fall. We look forward to finding common ground on ways we can move towards more registration of MSS staff. One of the things we have discussed with the Ministry is for them to consider requiring all newly hired MSS staff to become registered at the point of employment.

Karen and I met with Nicole Rancourt and Carla Beck, MLA's with opposition NDP. Both Nicole and Carla are registered social workers with the SASW. Karen and I discussed the APE and its recent proclamation as well as current priorities for our Association.

I want to thank all of you who volunteer with the Association doing branch work or on committees. Your efforts allow us to continue work in relation to practice ethics, children's issues, education, public relations, discipline, mentorship, professional conduct, social justice and volunteer development. As well, thanks to Karen Wasylenka, Fay Schuster and Debb Fisher for your work in the SASW Office ensuring that the business of the Association gets done.

I look forward to continued efforts in 2017 starting with the membership survey results which are critical to the development of a new Strategic Plan.

Respectively submitted: Ryan Labatt, MSW, RSW

Executive Director's Report

I began my role as Executive Director on May 1, 2016. The year flew by! I began by making as many connections as I could before summer, and then over the summer I was able to research and review documents to better understand the organization and background to the current work. My thanks to Council members, Debb Fisher, Fay Schuster, as well as committee chairs and branch reps for their patience in providing information.

It has been an exciting year. Already in June, I was off to the Canadian Association of Social Workers (CASW) Federation and the Canadian Association of Social Work Regulators (CCSWR) meetings in Winnipeg. There is a great deal of communication between the executive directors at the provincial/territorial level and this allowed me to put faces to names; along with hearing about the initiatives of each province and the common issues.

In August, I had the opportunity to attend the Association of Social Work Boards (ASWB) training for new board members. This brought a whole new perspective; learning about the work of ASWB, the regulation of social work in other jurisdictions (particularly the United States), commonality of issues, and above all the responsibility that comes with being a regulatory body.

In September, I also attended the National Registrar's Meeting which included the executive directors and/or registrars from each province. This group shares information and discusses common concerns about the more detailed work in registration/membership and requirements. We hope to address common concerns, including interjurisdictional practice.

I also agreed to sit as a Member at Large on the Executive of the Canadian Council of Social Work Regulators (CCSWR). CCSWR represents the social work regulatory bodies in Canada and is re-establishing itself after a short period of inactivity.

Two major SASW projects moved forward this year. The first is the Authorized Practice Endorsement; the ability for approved social workers in clinical practice to diagnose. The by-laws were approved by the Minister of Social Services in June, 2016, and the 2013 amendments to *The Social Workers Act* were proclaimed effective January 1, 2017. Prior to the proclamation of the amendments, a consultation was required to ensure that the bylaws complied with the Agreement for Internal Trade. This led to the requirement of minor changes to the bylaws, which will be considered at the 2017 AGM. A task team (subcommittee of the Standards of Practice Committee) was established and began meeting in August, 2016, to establish procedures related to implementation of the Authorized Practice Endorsement. The "diagnosis project" has long been in the works and it is encouraging to be closer to implementation.

The second major project was the Advanced Ethics Workshop sponsored by the Education Committee. Following the first round of ethics workshops which began in 2007, there was

interest in having more opportunity to explore ethical issues. A task team (subcommittee of the Education Committee) was established in June, 2016 to develop an implementation plan for the delivery of a workshop on boundaries. The task team was later expanded to include two members from the Practice Ethics Committee. Following a call for volunteers to facilitate the workshop, seven volunteers were selected. The content of the workshop was revised and orientation provided to the volunteer facilitators.

We also continued our discussions with the Ministry of Social Services, Child and Family Programs, regarding registration of child welfare staff. These discussions resulted in a collaborative working relationship, with our long term goal continuing to be professional registration of child welfare staff.

I attended many committee meetings, and attended the Saskatoon Branch Mentorship Panel in October and the Southeast Branch meeting in December. Unfortunately, a visit to Yellowhead Branch didn't work out due to weather in November. I hope to visit the other branches in 2017.

Our committees and branches were busy this year as you will see in their reports. I would like to thank all those who volunteer for committees, branch work, and for Council. You dedicate your time and passion to further advance the social work profession. It was exciting to see a new branch in Humboldt!

2016 was the fourth year of our current strategic plan. We will be entering a new planning process in 2017. However, as I reviewed and updated the plan at the end of 2016, I was struck by how much had been accomplished over the four years. We often don't realize how much has been done until seeing all the "completed" notations on the plan.

I am looking forward to continued success for SASW in 2017.

Respectfully submitted: Karen Wasylenska, MSW, RSW

Registrar's Report

It is hard to believe another year has come and gone. I was pleased to again take on the role of registrar for our Association. Over 2016, I really enjoyed connecting with members on a number of issues and inquiries. I hope that members found their issues and inquiries were responded to in a timely and helpful manner. It is important to me, in this role, that members feel they can connect at any time and have a conversation.

Interjurisdictional Practice

As Registrar, I have received a number of inquiries both in 2015 and 2016 regarding interjurisdictional practice and the requirements for registration in multiple jurisdictions. Inquiries have come from within and outside of Saskatchewan from individual social workers working in private practice and for employers such as health authorities and from private service organizations that contract social workers across Canada. The need to address interjurisdictional practice is partly a result of the ability to provide services through electronic means in addition to border communities and specialized services.

SASW Executive Director, Karen Wasylenska, participated in a meeting of the National Registrars in [September 2016](#) where this issue was discussed. In general, jurisdictions in Canada currently require registration in their jurisdiction for anyone providing social work services to their residents. I believe this practice is consistent with other regulated professions. There is interest at a national level to continue discussion on this specific issue through the establishment of a sub-committee. Key considerations need to include: fees, management of complaints, disciplinary processes and resource availability within Saskatchewan.

SASW's current position on interjurisdictional practice is that anyone using the title "social worker" or using "registered social worker" and providing a service to a resident of Saskatchewan, who is located in Saskatchewan when receiving the service, must be a registered member of SASW. Currently, this is the only way to ensure protection of Saskatchewan residents within our mandate. I would advise SASW members who may be engaged in interjurisdictional practice to ensure they are in compliance with the regulatory body in the jurisdiction in which the client resides at time of service.

Membership Profile

In 2016, our membership numbers increased by 3.1% (53 members) from 2015 as noted in Table 1 below. The majority of the increase was seen in full time and student members.

Table 1 - Membership numbers		
Membership Type	2015	2016
Full time	1252	1317
Part time	176	187
Non Practising	236	197
Affiliate	1	1
Student	69	85
Total	1,734	1,787

The majority (76%) of registered social workers were employed in community based agencies and health care as noted in **Table 2** below. The data presented is a good snap shot of where social workers are practicing, however, the data has limitations. Members on registration may indicate more than one place of employment or may not indicate any place of employment. In 2015, 1,835 employment agencies were identified versus 1,415 in 2016 a 30% difference. This could account for the significant drop in the number of members indicating employment within “community based agencies”.

Table 2 - Employment data for registered social workers		
	2015	2016
Community based agencies	478	272
Private practice	128	56
Health care	883	807
Ministry of Justice	56	57
Ministry of Social Services	129	120
School Social Worker	77	52
First Nations Agency	38	10
Govt of Canada	35	47
Research/Education (university)	8	3
Other	3	18

In 2016, the majority (77%) of members were practicing full time as noted in **Table 3** below. The majority of our members continue to be female.

Table 3 - Gender data for registered social workers			
	Registration Type	2015	2016
Female	Full Time	1,122	1,154
	Part Time	161	163
	Non Practising	182	170
Male	Full Time	145	162
	Part Time	27	24
	Non Practising	27	27

Note: Does not include Affiliates and Students.

Ninety five percent (95%) of members provided age information in 2016 (1701 members out of 1,787). Of those members reporting their age, 82.7% were between the ages of 30-64, 11.8% were under 29, and 5.5% were 65+.

Table 4 - registered social worker age data		
Age Group	2015	2016
20 - 24	38	26
25 - 29	207	175
30 - 34	271	284
35 - 39	211	226
40 - 44	164	184
45 - 49	154	176
50 - 54	215	221
55 - 59	166	163
60 - 64	131	152
65 - 69	73	59
70 - 74	20	24
75+	9	11

Members reported 5.8% more hours of Continuing Professional Education (CPE) Activities in 2016. For 2016, this represents 70 hours of CPE per full time and part time members.

Table 5 - Continuing Education Data		
	2015 hours	2016 hours
Category A - formal learning	39,047.78	40,645.22
Category B - teaching/mentoring	33,496.64	38,606.90
Category C - informal learning	27,298.80	26,377.12
Total hours	99,843.22	105,629.24

Respectfully Submitted: Fay Schuster, MSW, RSW

CASW Representative's Report

Overview

CASW's national voice continues to grow with the additional membership and resources from Alberta returning to the Federation. The additional finances have allowed the hiring of a full-time social work policy analyst along with a part-time administrative assistant. With the Liberal government, more access to ministers and committee hearings on the Hill have become available, thereby more work for CASW office and opportunities to meet and present. Financially the organization is strong with surplus yearly budgets to date. Additional services and programs to members have been developed and will be outlined in the report below.

Policy Development and Advocacy

CASW made representation to the Finance Committee pre-budget meetings in August 2016 and again in February 2017 in preparation for the Federal Budget March 22nd. CASW's proposed Social Care Act along with The Accountability Act for Canada Social Transfer dollars, and the paper on Social Investments have formed the background to the presentations. The call for Basic Income has been met with more interest and support, along with call for a National Child Care Act. Please check the CASW website for copies of submissions made to the Finance Committee meetings, along with copies of the Social Care Act and other policy documents developed in the last five years. I promise they are a great read and inspirational.

CASW Executive Director has assumed the chair of CAMIMH Champions and Faces of Mental Illness campaigns for the next two years. Canadian Alliance on Mental Illness and Mental Health (CAMIMH) is comprised of 16 national health care associations. Fred Phelps is also the chair of the Public Affairs Committee established to develop a consensus position on mental health to influence the Health and Social Accord. At present the focus is on a 2% increase in overall mental health spending, a Mental Health Innovation Fund and Poverty Reduction Strategy with basic income as a cornerstone, along with a national affordable housing strategy with a focus on mental health infrastructure.

Member Services

The CASW Board approved the development of webinars held from the end of January through into March and Social Work Month. Topics include Working with Domestic Violence, Ethics and Social Work Practice, Termination with Clients, Why have Professional Liability Insurance and others. This larger platform is allowing more members to attend and to participate. As well, the sessions are recorded and available to access for as long as they remain on the system and with capacity to house them.

The CASW website has just undergone a complete upgrade. Changes from HTTP to HTTPS will maintain our top spot on Google searches, and a re-theming as well as visual overhaul of the website has been done with the goal of moving to a more streamlined menu and search system so content can be found more easily.

At the last board meeting, a social work practice reference center offered by EBSCO has been authorized to be purchased for \$10,000. Available on-line with an array of topics such as clinical social work, end-of-life care, adolescent health and aging will provide the latest evidence-based information. Information will be provided through care sheets, quick lessons and skill competency checklists; along with clinical assessment tools, practice guidelines, drug information and client education handouts. If the uptake from members is deemed sufficient, the additional on-line service of providing access to professional journals will be made available. Please keep checking the website casw-acts.ca to see if it is launched and working.

CASW has also changed professional liability insurance providers with the same coverage and premiums in order for members to receive better service. Please check the CASW website to access an application or to renew your insurance. Please be assured it is the most extensive and affordable professional liability insurance available with \$5,000,000 liability coverage.

A good number of applications by internationally trained social workers are made monthly to CASW's assessment and evaluation service. Credentials and education classes are evaluated and assessed as equivalent or not to Canadian standards.

Conclusion

This is the last report from me as your representative to CASW. I have just completed an eight year term. The term included three two year terms and one extended two year term in order to transition new board members over that two year period. The next and last board meeting for me will be held in Banff in early June after which the new board member from Saskatchewan will take over. Congratulations Hazel Berg!!

This has been a great opportunity to serve the profession of social work at a national level. I am very proud to have been serving during the time of great upheaval and uncertainty for CASW; during the withdrawal of Ontario and Alberta from the federation. While there were some painful cutbacks, the increased efficiency and output of work was commendable from the small CASW staff. The board members moved to consensus decision making and a policy governance model during this time, both have been a great learning opportunity. Board members have become friends and well connected colleagues.

Planning and strategizing policy development and advocacy at the national level has furthered my understanding of the processes of the federal government. There were many opportunities to meet with elected representatives from across the country from all political parties; all encounters were informative and in each we felt we made a contribution. Personally I made two presentations to the Finance Committee under the Conservative government, one in Ottawa and one in Saskatoon. I enjoy some great memories from those encounters. The increase in the supplement to the Old Age Security and the increase to Compassionate Leave under Employment Insurance, I would like to think were cherry-picked from those presentations. There are still many changes and additions to federal social welfare policies which need to be made to help ensure greater fairness and equity across the country.

My best wishes to Hazel Berg as she takes over Saskatchewan's place on the board of CASW. Thank you to all for your trust and support of me during these eight years.

Respectfully submitted: Ray Pekrul, MSW, RSW

Canadian Council of Social Work Regulators

The Canadian Council of Social Work Regulators (CCSWR) provides a national structure for provincial and territorial social work regulatory authorities to act together as the voice, both nationally and internationally, on social work regulatory matters in Canada. Currently, all provincial regulatory bodies, with the exception of New Brunswick, are members.

I attended the Annual Meeting of the Canadian Council of Social Work Regulators (CCSWR) on June 11 and June 12, 2016, in Winnipeg. CCSWR had been inactive for a short while prior to the 2016 meeting.

The June meeting included discussion regarding the future of CCSWR. Agreement was reached to continue the work as a national body, with the focus on a small number of achievable outcomes and priorities, including development of a communications policy, review of governance structure, and participation in the Intersectoral Committee (CASW, CASWE, and CCSWR). In addition, interjurisdictional practice was identified as an issue to work on. Since June, the website has been updated. A subcommittee, which includes Ryan Labatt, SASW President, and myself, are reviewing the bylaws.

At the June meeting, a Memorandum of Understanding was signed between the Canadian Association of Social Workers (CASW), the Canadian Association of Social Work Educators (CASWE) and CCSWR. This agreement was referred to as "historic" and solidifies a working relationship between the three groups, providing a framework to identify, prioritize, and address issues of shared concern among the three organizations.

Elections for the CCSWR Board Executive were held in October, 2016. The current executive is:

President: Lynn Labrecque King MSW, RSW, Alberta
Vice-President: Lise Betteridge, MSW, RSW, Ontario
Treasurer: Beatrice Traub-Werner, MSW, RSW, Ontario
Secretary: Barbara Temmerman, MSW, RSW, Manitoba
Member-at-Large: Karen Wasylenska MSW, RSW, Saskatchewan

The next annual meeting will be held June 10, 2017, following the CASW national meetings.

Respectfully Submitted: Karen Wasylenska, MSW

Awards Committee

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 Scholarship.
- Through promotion, SASW membership is aware of the option they may use to make contributions to the student award fund.
- The Awards Committee reviews nominations for the recognition awards, including but not limited to the SASW Distinguished Service Award and the CASW National Social Work Award, and recommends recipients to Council.

Committee Members

Chairperson: Ruth Ann Thomas
Brenden Wallace

The Awards Committee meets as needed, via telephone to review/recommend to SASW Council the awarding of any available scholarship money as well as awards to worthy candidates.

The Awards Committee encourages all students to join SASW, in part so they can apply for a SASW Student Award. In 2016, Natalya Mason (Saskatoon) was the recipient of the SASW Student Award. Money for this award is administered through the South Saskatchewan Community Foundation. The balance in the fund at December 31, 2016 is [\\$22,570](#).

For 2016, no nominations were received for the CASW National Service Award or the SASW Distinguished Service Award.

As chair of this committee, I would like to thank Debb Fisher for her timely support and Karen Wasylenska for her interest and participation.

Respectfully submitted: Ruth Ann Thomas, MSW, RSW

Children's Issues Committee

No report submitted.

Discipline Resource Pool

Committee Purpose

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

Committee Members

Chairperson: David Rivers

Kerry LaPointe, Katherine Potts, Victoria Walton, Sandra Fortman
Charlene Cameron, Sherry MacBean-Gross, Anne Penniston Gray, Della Yaroshko
Garry Prediger, Klaus Gruber, Shelley Whitehead

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. It is encouraging to see a few new registered social workers volunteer to add their name to the resource pool in 2016. All new members will receive information and training prior to participation in a hearing.

There was one penalty hearing held on May 2, 2016 regarding a Discipline Committee decision made on October 23rd, 2015.

There were also two reports forwarded by the Professional Conduct Committee (PCC) to the chair of the Discipline Resource Pool in 2016. One of the PCC investigation reports concluded with no recommendation for a discipline committee hearing. The other PCC report recommended a discipline committee hearing and decision. This hearing was originally scheduled for November 21, 2016, but was postponed to January 16, 2017 at the request of the member.

Respectfully submitted: David Rivers, MSW, RSW

Education Committee Report

Committee Purpose

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

Committee Members

Chairperson: Krista Olson (Chair)

Ellen McGuire, Jennifer Clarke, Evan King, Amelia Hinkley, Neeta Singh, Rikki Gusway,
Jessica Bonish, Renate Selinger

Continuing Education Policy (CPE)

Continuing Education audits by the SASW Registrar, from the 2015 renewal year, have brought about discussions regarding acceptable activities to record for CPE credit as well as questions about which is the most the appropriate category to record certain CPE activities. These issues will be explored in more depth in 2017 at our face to face meeting in the spring.

Continuing Education Opportunities

There are seven facilitators across the province that attended the advanced ethics train the trainer events held in Saskatoon and Regina this fall. The content of the workshops was sifted through and one of the participants graciously shared their own personal ethics materials to incorporate into the session. There has been some discussion about potentially delivering the content in condensed form for lunch and learn events. The task team for advanced ethics training is still working on a formal title for the presentation.

University of Regina

The Education Committee continues to organize and provide a list of volunteers to assist in reviewing BSW applications to the Faculty of Social Work at the University of Regina every winter.

In addition the Education Committee provides representation on behalf of SASW to the following committees:

University of Regina Senate - Krista Olson

Undergraduate Studies Committee - Ellen McGuire

Faculty Student Council - Krista Olson/Karen Wasylenska

Graduate Studies Committee - Colleen Barss

I would like to give a heartfelt thank you to all members who continue to share their valuable time, expertise and wisdom by serving on the Education Committee.

Respectfully submitted: Krista Olson, MSW, RSW

Mentorship Committee

Committee Purpose

- To develop a formal network of experienced SASW members who would like to become associated with students and social workers new to the profession.
- To develop a supportive network that will enhance the professional identity of SASW members.
- To strengthen the social work profession through a mutual support system.

Committee Members

Chairperson: Angie Pollom

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 practice areas including: medical social work, mental health, child welfare, research and social policy, education, addictions, community development, private practice, corrections, advocacy, and social justice.

As a standing committee of the SASW, the Mentorship Committee was involved in the four year strategic plan of the association. It was decided that the Mentorship Committee serves goal two of the strategic plan - 'to support good and ethical social work practice', and goal three of the strategic plan - 'to promote the profession of social work'. The Mentorship Committee 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.

I am stepping down from chairing the provincial Mentorship Committee. This position is available to anyone interested. Please contact our SASW Executive Director, Karen Wasylenska, if you are interested in chairing.

Respectfully submitted: Angie Pollom, BSW, RSW

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

Andrew Field, Morgan Klassen, Erin Wasson, Leanne Keach, Kim Lees

Crystal Giesbrecht, Leanne Thoroughgood

The Practice Ethics Committee endeavours to have a response back to the member between two to four weeks; however, if consults come in around holidays, it is very difficult to meet this expectation. The Practice Ethics Committee is separate and independent from the Discipline or Professional Conduct Committees. Confidentiality is maintained by eliminating all identifying information when consultations are sent out for discussion within the committee. All advice, suggestions and options provided by this committee are not binding and based on reviewing the CASW Code of Ethics/Guidelines, SASW Standards of Practice, ethics literature and relevant legislation. All consultations occur via e-mail and the occasional teleconference. We strive to have one face to face meeting per year.

In 2016, the Practice Ethics Committee was fortunate to recruit Erin Wasson, Canada's first veterinarian social worker. We are currently recruiting for another new member. For this committee, there is a need to have more social workers because when consultations come in, not all members are free to respond due to their work or personal responsibilities. The Practice Ethics Committee, strives to find committee members who represent diversity in work experiences and are from a variety of locations in the province. It is especially important to have both urban and rural representation.

Current committee members have experience in medical social work, young offenders, child protection services, veterans affairs, corrections, private practice, armed forces, foster care, family justice services (custody and access assessments), mediation, employee and family assistance, women's issues, domestic violence, policy analysis, Amnesty International, long term care, adult mental health, crisis services, family violence, sexual assault, rural social work, child and youth (mental health for children and youth), veterinarian social work, social work in aboriginal communities, not for profit agencies, and government.

Consultations

The following table is the break-down of consults for the last five years:

Year	Number of Consults
2016	5
2015	14
2014	5
2013	5
2012	11

Ethical questions included a range of questions regarding confidentiality and criminal charges; child custody issues; palliative care roles and boundaries; dual relationships; coerced consent for services and designation under the Child and Family Services Act.

Respectfully submitted: Donalda Halabuza, PhD, MSW, RSW

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

Deborah Bryson Saurer, Garry Chrusch, Tracy Danylyshen-Laycock,
Karl Mack, Sheena McCallion, Margaret Walraven, 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. Committee 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 changes in membership in 2016. Gloria Mitchell withdrew from the Committee. I wish to thank Gloria for her participation. Her considerable practice experience

and attention to fairness and detail were important parts of her contribution to the Committee and the profession.

The Professional Conduct Committee has been fortunate to recruit two new members in 2016, Deborah Bryson Saurer and Margaret Walraven, who bring a considerable history of careful and varied practice to the Committee. Consideration in recruitment includes: area of practice, practice experience, geographic, gender and cultural diversity, as the Committee strives to reflect the membership of the Association.

The Professional Conduct Committee contracts the services of Harriet Greenhow as an investigator to ensure that information available to the committee is complete and reliable.

The activity of the Professional Conduct Committee in 2016 is as follows:

	Number Complaints
Open files from 2015	3
New files opened in 2016	5
Files closed in 2016	3
Files remaining open	4

A Disciplinary Hearing was held in October, 2015. The Discipline Committee's decision with respect to that matter was published on January 25, 2016. A Discipline Hearing was held on May 2, 2016 to determine the penalty related to the January 25th decision. The written order was released on May 30, 2016. The written decision and orders may be found on the SASW website.

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/competent social work practice.

Respectfully submitted: Jim Walls, MSW, RSW

Public Relations Committee

Committee Purpose

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

Committee Members

Chairperson: Kimberley Wilson

Jill Zyla, Jane Chukwujekwu, Deborah Mooney, Ramona Wijesinghe, Judy White

The Public Relations Committee continues to develop as new members join the committee.

I took over the position of chairperson for the Public Relations Committee in 2016. The goal is to connect, as a committee, every two or three months by teleconference as many committee members live across the province.

A significant endeavor of the Public Relations Committee was the launch of the Saskatchewan Association of Social Worker (SASW) Facebook page. The Facebook page has been a positive use of social media with regards to connecting with social workers and getting information out. We hope to utilize it as much as possible. Content includes significant social and political issues relevant to social work as well as self-care management, humorous antidotes and employment and training opportunities.

A call was put out through the Facebook page for photos of registered social workers so they could be a part of the 2017 SASW calendar as the “many faces of Social Workers” across the province. The response was minimal as the Facebook page was relatively new.

Investing in “swag” has been made a priority to assist in making SASW more visible to registered social workers, students, as well as the general public. The desired outcome is that the visibility will raise awareness about the profession and also increase SASW registration.

In regard to registration, the committee is in discussion on ways to encourage new graduates to register with SASW and to circulate the word that a BSW graduate can use the professional term **social worker** only if they are registered with the SASW.

Respectfully submitted: Kim Wilson, BSW, RSW

Social Justice Committee

This committee has been inactive in 2016; therefore, no report was submitted.

Standards of Practice

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: Kathy Bovair/Patti Petrucka
Bernie Holzer, Sandra Dobra, Tanja Smiljic, Marcie Nugent

The Standards of Practice Committee's focus for 2016 was to complete the final review and revision of the Standards of Practice for Registered Social Workers in Saskatchewan document in preparation of a final review by the SASW Council. The final approval was delayed awaiting legal opinion on key areas. Once this was completed the standards were again revised and then presented to SASW Council for their final approval. Plans are now in place for the document to be presented to the membership.

Further to this, a sub-committee continues to work on the Authorized Practice Endorsement (APE). This project has involved extensive discussions with the stakeholders in the provincial government and other health professions as well as developing procedures and documentation. The procedures will include such topics as academic prerequisites, supervision, grand parenting requirements and the ASWB examination.

Respectfully submitted: Kathy Bovair, BSW, RSW

Volunteer Development Committee

Committee Purpose

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

Committee Members

Chairperson: Victoria Walton

Myrna Pitzel Bazylewski, Sandra Fortman, Kyila Puryk, Theresa Hilbig

This past year was a busy one for the Volunteer Development Committee. The committee recruited over 20 people for the following committees: Discipline Resource Pool, Education, Practice Ethics, Public Relations, Standards of Practice, Newsletter, and Social Justice Committees. We are still actively recruiting for the Awards and Volunteer Development Committees.

In addition, the Volunteer Development Committee put forward nominations for President Elect and two members at large positions for the Annual General Meeting.

The Volunteer Development Committee reviewed its process and have started to e-mail all those who responded, at the time of registration, when there is a vacancy to fill. Further information about the terms of reference and expectations of the position will then be provided to those who reply. We hope this will serve to create greater transparency, opportunity and clarification of roles when the committee is recruiting. We also make use of the Saskatchewan Social Worker to advertise the specific volunteer needs of the Association.

In closing, I would like to express much appreciation for all the many volunteers, without whom the work of this organization, would not be possible. Special thanks to each of our committee members, to Karen Wasylenska and Debb Fisher, who provided invaluable support to us this year.

Respectfully submitted: Victoria Walton, MSW, RSW

Battlefords Branch

No report submitted. Branch has been inactive in 2016.

Humboldt & Area Branch Report

Co-Chairperson: Rachel Trann
Co-Chairperson/Branch Rep: Nicole Kinzel
Secretary/Treasurer: Erica Hamilton

It has been an exciting year for the Humboldt & Area Branch with our official establishment in June. We would like to thank the SASW for their support and making this an uncomplicated process. The last several months have been spent under development with guidance from the SASW office, other branch reps, and members. Our tasks included collecting and connecting with members, establishing bylaws, and utilizing various forms of media to connect with each other and the broader community. Thanks to Deborah Bryson-Sarauer for running our Facebook account! Our members practice in a variety of communities, so we have been utilizing methods such as Telehealth and Adobe Connect to have those not practicing directly in Humboldt to join meetings.

We have identified that we, as rural social workers, often face unique challenges and this Branch can be an outlet to support social work practice in the area. Our intent has been to be a support to each other, but also to be able to have a louder voice in our community. We have had some engaging discussions around community need, and have identified food insecurity as a recurring theme.

We hope to keep our momentum going forward, and will be seeking to balance community advocacy and collaboration with support for our individual members in 2017.

Submitted by: Nicole Kinzel, BSW, RSW

Northeast Branch

Chairperson: Tara Nelson
Secretary: Adele Burns Treasurer: Acara Wyonzek

The Northeast Branch has had very little activity over 2016. We had one meeting in June and postponed another in November due to weather.

Yearly in March, the branch participates in a Career Fair.

Respectfully submitted: Tara Nelson, BSW, RSW

Prince Albert Branch

Chairperson: Karla Ethier/Patti Cram

Treasurer: Audrey Zwack

Secretary: Laura Hildebrand

Members at Large:

Joan Sanderson, Judy Painter, Celeste Boran-Fetch

The Prince Albert Branch had an eventful and successful year in 2016. We continued to be active with monthly meetings and hosting events for the community. Our email address and local Facebook Page is maintained by our branch secretary. We use both of these forums to distribute agendas and inform branch members of upcoming training and events.

Monthly meetings averaged about 6 to 10 people. There was some experimenting with locations and meeting times to try and engage a more diverse social work population but these efforts yielded little success. Our meals for meetings were provided by a life skills development program, "Learners with Purpose."

The Prince Albert Branch collaborated with the Sask. Rivers School Division for a Social Work Week event. Our presenter for the 2016 Social Work Week was Joan Sanderson whose topic was *"Taking Care of Vicarious Trauma with Science & Spirit"*. Complimentary yoga sessions were organized and provided by Celeste Boran-Fetch for any community social workers who wanted to attend.

At our Annual General Meeting in October, a new branch executive was elected. Since that time the branch had one monthly meeting and a December social. At the November meeting, there was a discussion on the direction the branch would take in 2017. A couple of decisions were made out of this discussion: write a letter to Prince Albert media regarding the suicide deaths of young girls in Northern Saskatchewan and a visit by branch representatives to attend a meeting with Northern Social Workers in LaRonge to see how the branch could better support registered social workers in this area. Both endeavours will be followed up with in the 2017 year.

The branch hosted a social for Prince Albert SASW members, which was well attended by 12 people. It was a great evening of networking, visiting and celebration. Attendees were asked to bring a non-perishable item to donate to the food bank.

The Prince Albert Branch looks forward to the year ahead and the many activities we have planned.

Respectfully submitted: Karla Ethier, BSW, RSW

Regina Branch

No report. Branch has been inactive for 2016.

Saskatoon Branch

Chairperson: Angie Pollom

Treasurer: Kristy Kominetsky Secretary: Jasmine St. Marie

Members at Large: Amanda Day, Queenie Celestino, Tammy MacFarlane, Ruth Ann Thomas
Jean Wiens, Erin Wasson, Alicia Blakley, Bill Johnston, Dixie Kenney,
Angela Luron, Erin Beckwell, Jill Bachiu

Member & Public Relations Committee

- Saskatoon Branch is examining its email distribution process as it has become a lot of work forwarding information that is sent to the Branch. The branch is considering changing to a format where we develop a bi-weekly bulletin organized through a free website such as mail chimp. This is an ongoing task.
- The branch has been maintaining a group on Facebook, reaching beyond members to allied professionals and the broader community
- The branch continues to develop relationships with the BSW student body and facilitating their participation in branch activities

Mentorship Committee – Chairperson: Ruth Ann Thomas

- In October 2016, the branch held a mentorship event at the Faculty of Social Work - Saskatoon Campus. This has become an annual event in Saskatoon. Several registered social workers from the area attended to speak with students about opportunities in social work, about SASW and registration. SASW Executive Director, Karen Wasylenska, was able to join us for this event.
- The local branch makes an allotment of funds in our budget request each year to facilitate mentorship activities.

Education Committee

- Ethics Workshops: Several volunteers from Saskatoon Branch have been trained for the new ethics workshops. We look forward to hosting some workshops in 2017.
- The branch helped promote a presentation on social work and human animal bond with Dr. Kate Hodgson, organized through Erin Wasson, in partnership with the Faculty of Social Work - Saskatoon Campus.

Social Justice Committee

- Tammy MacFarlane and Bill Johnston attended a community forum in October, 2016 where they assisted in gathering ideas and input about housing issues from community members that was later added to the federal governments National Housing Strategy.
- Members attended the Saskatoon Women's March in Solidarity for the Women's March on Washington.
- Members attended a vigil in Saskatoon in a show of solidarity for the victims of the mosque shooting in Quebec City.
- The Saskatoon branch is working with our local Habitat for Humanity and have committed to three Saturdays in March to help build the current project in recognition of Social Work Week/month.

Respectfully submitted: Angie Pollom, BSW, RSW

Southeast Branch

President: Natalie Bieberdorf

Vice President: Maureen Kraemer

Treasurer: Colleen Herman

Secretary: Cathy Davis/Lorraine Wilkinson

Branch Representative: Jill Zyla (maternity leave)/Sheila Szakács

Southeast Branch has been a branch since April 28, 2011. At that time there was a decision to include all of southeastern Saskatchewan even though the meetings are held in Weyburn. Telehealth is now used for most branch activities, to allow for greater accessibility throughout our area. At the present time, 49 southeast SASW members are sent notifications about meetings and upcoming events.

Our last Annual General Meeting was held on May 13, 2016 with 25 people in attendance. The Southeast Branch does not meet over the summer and usually meets every second month; unless we are planning events and feel we need to meet more often.

This past year our meetings have been held on Wednesdays at Tatagwa View in Weyburn with some members joining by telehealth. Meeting attendance ranges from 7 to 15 members, with this year's average at just under 10 per meeting. We have had five scheduled meetings since our Annual General Meeting. Branch members who attend regularly are very enthusiastic and have taken on many projects such as purchasing door prizes, organizing educational events, organizing lunches, and running for SASW council positions.

The branch had a Christmas luncheon meeting where a turkey dinner was provided to our membership. Karen Wasylenska, SASW Executive Director, came to speak about activities she has been involved in since stepping into that position. Unfortunately due to extreme cold weather during the week of the event, we had several people cancel their plans to travel into town, which is one of the challenges we face as a rural branch. We ended up with 15 members in attendance.

Unfortunately, our attempts to organize a training event in 2016 were unsuccessful. The branch education committee recognizes the need for accessible educational opportunities and have planned a few training events in 2017. A monthly Lunch and Learn series is scheduled to get started in 2017.

We expect 2017 to be a busy year for the Southeast SASW branch and look forward to the opportunities this year will bring.

Respectfully submitted: Sheila Szakács, BSW, RSW

Swift Current Branch

**Chairperson: Trisha Hall
Treasurer: Kristin Reinhart**

The Swift Current Branch had to go into inactive status following our local AGM in March 2016 where there were no nominations to fill executive positions. As such, I agreed to stay in the chairperson's position and Kristin Reinhart remained in the treasurer position for the 2016 year while the branch stayed inactive.

Member Relations

The branch held its Annual General Meeting in March 2016. At that time, there were no members willing to take over the branch operations, so Swift Current went to an inactive status. It was decided if members wanted to host events, the branch would still be able to support this but no further events were planned by executive members. Following the annual general meeting, there was a presentation from Joanne Denis with the Children's Advocate Office on the role of the Child Advocate in Saskatchewan. The AGM and the presentation were well attended.

Education and Professional Development

The branch planned and hosted a booth at the Chinook School Division Career Fair in both the Swift Current and Maple Creek Comprehensive High School locations. There were also classroom presentations held in the Swift Current location.

Planning for 2017 will be dependent upon executive positions being filled. An email will be going out to members, if no nominations are received, the branch may close.

Respectfully submitted: Trisha Hall, BSW, RSW

Yellowhead East Branch

Chairperson: Twila Seeley/Paula Walker

Treasurer: Michelle Goulden

Members at Large:

Peter Thrun, Bob Buhler, Jennifer Dmitruk, Barbara Pelletier

2016 was a busy and successful year for Yellowhead East Branch.

In February we entered a team in the “*Coldest Night of the Year*” walk for homelessness and raised money for the Transitional Home for Youth in Yorkton. This opportunity to give back and participate as a group doing volunteer work also served as an opportunity to raise awareness about both our local branch as well as SASW.

In March, the branch participated in Social Work Week by repeating an activity that was successful for us in 2015. We dropped in on work-places that employ social workers and BSWs to give out donuts and coffee. This activity is meant to recognize the efforts of social workers and to encourage self-care. It is also a way of spreading the word and encouraging recruitment for registration with SASW. Our local newspaper, *The Yorkton This Week*, attended one of these “donut drops” at SIGN and did a write-up about Yellowhead East Branch in the paper.

In April, the Yellowhead East Branch put on a very successful community professional development event. Two presenters from Ranch Ehrlo, Joey Panko and Dave Wiebe, came to facilitate a workshop on *Motivational Interviewing*. Attendance was excellent and the branch received positive feedback about the event. The branch partnered with Mental Health who donated the space and SIGN (Society for Involvement of Good Neighbors) who provided a registration service for the event. One take-away from the event was that some people assumed it was Mental Health putting on the workshop. This spurred an idea to create a Yellowhead East logo in order to brand our branch and be more easily recognized in the community. A local graphic designer donated her services and came up with a logo we will use in conjunction with the SASW logo.

Another major undertaking for the Yellowhead East Branch was the piloting of a program where the branch uses some of the proceeds from our workshops to help kids in need. We developed an application form where school counsellors in both the Christ the Teacher and Good Spirit School Divisions can apply to Yellowhead East Branch for small amounts of money

to pay for items students are needing/lacking. We have approved our first two applications and look forward to working with our school partners in making a difference. The branch feels good about helping children and also about showing community schools and partners that social workers are making a difference in Yorkton & area.

We have also had some position changes this year. Peter Thrun has resigned as Co-Chair and continues to be a very valuable member at large. Paula Walker has accepted the position of Co-Chair. Jen Dmitruk stepped down as the branch treasurer. We appreciate Jen's meticulous work for Yellowhead East Branch and will keep in touch with her. Michelle Goulden has accepted the treasurer position.

In summary, 2016 was a busy and successful year for Yellowhead East. Although we've weathered some changes, momentum is still strong in our group. We enjoy our meetings and feel primed for another exciting year in 2017.

Respectfully submitted: Twila Seeley, BSW, RSW

Priority Accounting Services CPA Prof. Corp.

2211 Smith Street Regina, SK, S4P 2P5 Phone: 306-565-2777

Independent Auditors' Report

To the Members of Saskatchewan Association of Social Workers

We have audited the accompanying financial statements of Saskatchewan Association of Social Workers, which comprise the Statement of financial position as at December 31, 2016 and the Statements of operations, 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.

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from 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 auditors' 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 account in estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained in our audits is sufficient and appropriate to provide a basis for our audit opinion.

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 our verification of

these transactions was limited to accounting for the amounts recorded in the records of the Association and we were not able to determine whether any adjustments might be necessary to the revenues, excess of revenue, assets and net assets.

Qualified Opinion

In our opinion, except for the effects of adjustments, if any, which might have been necessary had we been able to satisfy ourselves concerning the completeness of the revenue referred to in the preceding paragraph, these financial statements present fairly, in all material respects, the financial position of Saskatchewan Association of Social Workers as at December 31, 2016, and the results of its operations and cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Other Matters

Without modifying our opinion, the financial statements of Saskatchewan Association of Social Workers for the year ended December 31, 2015 were audited by another auditor who expressed qualified opinion on April 22, 2016.

Priority Accounting Services

CPA Prof. Corp.

Chartered Professional Accountants

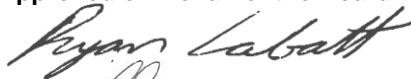
Regina, SK

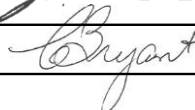
April 10, 2017

**Saskatchewan Association of Social Workers
Statement of Financial Position as at December 31, 2016**

	2016	2015
Assets		
Current Assets		
Cash	\$ 511,891	\$ 106,970
Accounts receivable, net of allowances (<i>Note 3.</i>)	24,343	9,528
Total Current Assets	536,234	116,498
Investments (<i>Note 4.</i>)	517,019	818,745
Property, plant and equipment, net of accumulated amortization (<i>Note 5.</i>)	117,025	121,993
Intangibles, net of accumulated amortization (<i>Note 6.</i>)	30,259	34,582
Total Assets	\$ 1,200,537	\$ 1,091,818
Liabilities and Net Assets		
Current Liabilities		
Accounts payable and accrued liabilities	\$ 6,213	\$ 46,516
Deferred revenue (<i>Note 7.</i>)	477,457	456,496
Total Current Liabilities	483,670	503,012
Net assets		
Invested in Capital Assets	147,284	156,575
Unrestricted net assets (deficit)	569,583	432,231
Total net assets	716,867	588,806
Total Liabilities & Net Assets	\$ 1,200,537	\$ 1,091,818

Approved on Behalf of the Board:





Saskatchewan Association of Social Workers
Statement of Operations for the year ended December 31, 2016

	2016	2015
Revenue		
Membership	\$ 526,522	\$ 495,324
Conference		10,518
Ads (newsletter/website)	6,200	2,750
Mailing Fees	2,100	2,500
Interest income	4,947	5,165
Discipline Hearing Penalties	12,000	
Other revenue	573	
Total Revenue	552,342	516,257
Operating Expenses		
Amortization of tangible assets	4,968	5,346
Amortization of intangible assets	4,323	4,323
Audit and accounting	4,360	4,796
Awards and honorariums	720	617
Bank and credit card charges	13,710	11,743
Branch payments	5,103	5,500
C.A.S.W Fees	62,374	63,678
Committee expenses	19,771	39,869
Communication/Marketing	1,430	
Conference		10,829
Contract	30,184	15,000
Courier	339	417
Governance/ Strategic planning		1,995
Insurance	3,717	3,611
Legal fees	45,363	63,916
Memberships	1,475	933
Newsletter	6,308	5,444
Office stationery and supplies	4,096	3,379
Online registration system	9,027	8,875
Postage	9,955	8,206
Printing/ Copier machine	14,026	14,835
Property taxes	6,104	5,987
Repairs and maintenance	21,803	10,865
Salaries and wages	117,889	212,798

Saskatchewan Association of Social Workers
Statement of Operations for the year ended December 31, 2016

	2016	2015
Employee benefits	21,824	31,340
Special events	1,329	1,486
Telephone and telecommunications	10,383	9,844
Other utilities	3,700	3,378
Workshop		1,844
Total operating expenses	424,281	550,854
Excess of revenue over expenses	\$ 128,061	\$(34,597)

Saskatchewan Association of Social Workers
Statement of Changes in Net Assets for the year ended December 31, 2016

	Invested in Capital Assets	Unrestricted Funds	2016	2015
Net assets (deficit) - beginning of the year	\$ 156,575	\$ 432,231	\$ 588,806	\$ 623,403
Amortization	(9,291)	9,291		
Purchase (disposal) of capital assets				
Excess of revenues over expenses		128,061	128,061	(34,597)
Net assets (deficit) - end of the year	\$ 147,284	\$ 569,583	\$ 716,867	\$ 588,806

Saskatchewan Association of Social Workers
Statement of Cash Flow for the year ended December 31, 2016

	2016	2015
CASH FLOWS FROM OPERATING ACTIVITIES:		
Excess of revenues over expenses		
Items not affecting cash:	\$ 128,061	\$ (34,597)
Amortization	9,291	9,669
Investments	301,726	15,857
Accounts receivable	(14,815)	215
Accounts payable and accrued liabilities	(40,303)	35,237
Deferred revenue	20,961	21,299
TOTAL CASH FLOWS FROM OPERATING ACTIVITIES	404,921	47,680
CASH FLOWS FROM INVESTING ACTIVITIES:		
Additions to capital assets		(970)
NET CASH USED BY INVESTING ACTIVITIES		(970)
CASH FLOWS FROM FINANCING ACTIVITIES:		
OTHER ACTIVITIES:		
Net cash increase (decreases) in cash and cash equivalents	404,921	46,710
Cash and cash equivalents at beginning of period	106,970	60,260
Cash and cash equivalents at end of period	\$ 511,891	\$ 106,970

Saskatchewan Association of Social Workers
Notes to the Financial Statements for the year ended December 31, 2016

1. Nature of entity

Saskatchewan Association of Social Workers (the Association) is an association dedicated to strengthening and unifying the social work professional standards, education and addressing issues of social welfare. The Association is continued under *The Social Workers Act, 1993 of Saskatchewan* and has accordingly claimed exemption to any income taxes that may be payable on the reported income.

2. Significant Accounting Policies

a. Revenue recognition

The association follows deferral method of accounting for contributions. Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when they are received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured. Endowment contributions are recognized as direct increases in net assets.

Membership revenue is recognized as revenue in the year it relates to. Deferred revenue represents membership fees received in advance of the membership year. Recognition of these amounts as revenue is deferred to subsequent years when the related expenses are incurred.

Penalty revenues are recognized as revenue when the amount to be received can be reasonably estimated and ultimate collection is reasonably assured.

Restricted investment income is recognized as revenue in the year in which the related expenses are incurred. Unrestricted investment income is recognized as revenue when earned.

b. Cash and cash equivalents

Cash and cash equivalents includes short-term investments and highly liquid investments in money market instruments which are carried at the lower of cost and market value with a maturity date of three months or less from the acquisition date. These are valued at cost which approximates market value.

c. Marketable securities

Marketable securities are recorded at the lower of cost or market. The market value of marketable securities held at December 31, 2016 was \$ 517,019 (2015 - \$818,745).

d. Receivables

The association provides an allowance for losses on trade receivables based on a review of the current status of existing receivables and management's evaluation of periodic aging of accounts.

e. Property, plant and equipment

Property, plant and equipment is carried at cost. Amortization is calculated using the declining balance method over estimated useful lives. Depreciation expense for December 31, 2016 was \$9,526 (2015 - \$9,669).

Saskatchewan Association of Social Workers
Notes to the Financial Statements for the year ended December 31, 2016

e. Property, plant and equipment continued

Asset class	Rate
Buildings	4%
Office equipment	20%
Computer equipment	30%
Furniture and fixtures	20%

f. Intangible assets

Intangible assets are recognized by the association with finite useful lives and are amortized on a systematic basis over their useful lives. The amortization period and amortization method for an intangible asset with a finite useful life reflects the pattern in which the assets' future economic benefits are expected to be consumed. Current amortization period is 10 years and method is reviewed at least at each financial year-end.

g. Deferred revenue

Membership fee revenue represents annual membership fees paid by the association's members. The association recognizes membership fee ratably over the term of the membership and any unearned portion is included in deferred revenue.

h. Financial instruments

Financial Instruments are recorded at fair value on initial recognition. Subsequently, they are recorded at cost or amortized cost. Financial instruments include cash, investments, accounts receivable, accounts payable, and accrued liabilities.

Unless otherwise noted, it is management's opinion that the association is not exposed to significant risks arising from their financial instruments.

i. Fair values not materially different from carrying values

The carrying values of assets and liabilities approximate their fair values. The fair value of assets and liabilities included in the statement of financial position are not considered to be materially different from their carrying value.

ii. Fair values not materially different from book values

The association has determined that the estimated fair value of the financial assets and liabilities do not differ considerably from their book value.

Saskatchewan Association of Social Workers
Notes to the Financial Statements for the year ended December 31, 2016

h. Financial instruments continued

iii. Not subject to interest, currency or credit risk

Unless otherwise noted, it is management's opinion that the association is not exposed to significant interest rate, currency or credit risks arising from these financial instruments. The fair values of these financial instruments approximate their carrying values.

iv. No significant exposure to foreign currency exchange risk

The association does not have any business in foreign countries. At December 31, 2016 the association did not have significant exposure to foreign currency exchange risk.

v. No significant risk due to short-term maturity

The association is not exposed to significant interest rate risk due to the short-term maturity of its monetary assets and current liabilities.

i. Use of estimates

The preparation of financial statements in accordance with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates and may have impact on future periods.

3. Receivables

a. Accounts by period

Accounts receivable consist of the following:

	2016	2015
Accounts receivable	\$ 31,712	\$ 19,323
Allowance for doubtful accounts	(18,375)	(18,375)
PSI accounts receivable	9,961	7,527
Interest receivable	1,045	1,053
Total	\$ 24,343	\$ 9,528

Saskatchewan Association of Social Workers
Notes to the Financial Statements for the year ended December 31, 2016

3. Receivables continued

b. Allowance for doubtful accounts - carry-forward amounts by period

The changes in the allowance for doubtful accounts receivable consist of the following:

	2016	2015
Allowance, beginning of period	\$ (18,375)	\$ (18,375)
Allowance, end of period	\$ (18,375)	\$ (18,375)

4. Investments

	2016	2015
Investment 325, due May 20, 2017, annual interest rate 0.95%	\$ 60,150	\$ 60,150
Investment 362, due December 19, 2017, annual interest rate 0.75%	130,000	
Investment 351, due Oct 18, 2017, annual interest rate 0.95%	177,637	177,637
Investment 352, due Oct 25, 2017, annual interest rate 0.95%	149,232	149,232
Investment 353, due April 08, 2016, annual interest rate 0.35%		61,726
Investment 354, due March 17, 2016, annual interest rate 0.35%		370,000
Total investments	\$ 517,019	\$ 818,745

5. Property, plant and equipment

Property, plant and equipment consist of the following:

			2016	2015
	Cost	Accumulated Depreciation	Net Book Value	Net Book Value
Land	\$ 20,000	\$	\$ 20,000	\$ 20,000
Building	169,559	(75,671)	93,888	97,800
Office equipment	24,499	(23,150)	1,349	1,690
Computer equipment	28,518	(26,998)	1,520	2,168
Furniture and fixtures	6,481	(6,213)	268	335
Total	\$ 249,057	\$ (132,032)	\$ 117,025	\$ 121,993

Saskatchewan Association of Social Workers
Notes to the Financial Statements for the year ended December 31, 2016

6. Other intangible assets

Other assets consist of the following:

			2016	2015
	Cost	Accumulated amortization	Net Book Value	Net Book Value
Online Registration System	\$ 43,227	\$ (12,968)	\$ 30,259	\$ 34,582
Total	\$ 43,227	\$ (12,968)	\$ 30,259	\$ 34,582

7. Deferred revenue

	2016	2015
Deferred revenue, beginning of period	\$ 456,496	\$ 435,197
Membership fees received during the period	477,457	456,496
Applied against operations	(456,496)	(435,197)
Deferred revenue, end of period	\$ 477,457	\$ 456,496

8. Comparative figures

Certain comparative figures have been reclassified to conform with current year's presentation.