



ANNUAL REPORT **2018**

STRENGTHENING INDIVIDUALS, FAMILIES AND COMMUNITIES

MISSION / VISION STATEMENT

Mission Statement

SASW is a member-based organization that governs the profession of social work and serves and protects the public interest through:

- regulation of the social work profession
- support to competent and ethical social work practice;
- promotion of the profession; and,
- advocacy for social justice and well-being for all.

Vision Statement

SASW aspires to a Saskatchewan where:

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

VALUES AND PRINCIPLES STATEMENT

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

Respect

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

Ethical Conduct

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

Social Justice

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

Leadership and Accountability

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

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PRESIDENT'S REPORT

Submitted by Wanda Miller, MSW, RSW

This marks the completion of the first year of my two year term as President of SASW. I would like to open by saying it has been a pleasure to work with Ryan Labatt. His term will formally end at this Annual General Meeting. He has dedicated four years to our Council in the role as president – elect, president and past president – his time, energy and leadership has been instrumental to the success of our Council and SASW as an Association.

2018 has been a good year for SASW. Our membership continues to grow. With continued focus on registration, we feel the increase in membership will continue. Our Administration team is dedicated and responsive to our membership and moving the work forward – Congratulations to Karen, Faye and Debb on a progressive year!

In March we always take time to celebrate Social Work week. The theme for March 2018 was “Bringing Change to Life.” It never ceases to amaze me the imagination of our profession to find unique ways to celebrate each other and our profession.

Our Strategic Plan will take us into 2022. Our goals and strategies have been set within the following pillars:

- Member Engagement
- Inclusion
- Communications
- Advocacy and Social Justice
- Administration and Member Services
- Ensure efficient Management of Resources

“It never ceases to amaze me the imagination of our profession to find unique ways to celebrate each other and our profession.”

We have taken the time to ensure the roles and responsibilities of Council, Branches, Committees and Administration are clear as we work together to move the strategies forward. I would like to take this opportunity to highlight one aspect of our strategic plan. Benchmark Public Relations is working with us to implement our communication plan and update our image, messaging and communication methods. A new logo was launched in March with changes to communication tools such as our website, newsletter and annual report; these changes provide a modern, professional image of our organization.

Another successful initiative that launched in May 2018 was Authorized Practice Endorsement (APE). APE provides approved social workers in clinical practice the ability to diagnose. The committee worked through the launch, the grandfathering process and the new application process. This initiative created a new and exciting opportunity for our profession. I want to acknowledge and thank the dedication and commitment of this committee!

In June, I participated in meetings at the Canadian Association of Social Workers Annual General Meeting in Ottawa. This was an opportunity to dialogue and network with other social work organizations across our country and to also share information on topics such as Regulation and Licensure, Social Justice and Advocacy. It is so enlightening to hear the opportunities and challenges from across the jurisdictions. Realizing we have many similarities, our discussions were about the successes, challenges and learnings of social work issues across our country.

We are pleased to have the addition of a second Public Representatives appointed to SASW Council. Public Representatives are appointed by the Ministry of Social Services. Lynda Kushnir Pekrul and Sarah Tekatch bring knowledge and experience from the various aspects of their profession. Their skills have and continue to promote a richer conversation on all agenda items at Council meetings.

In November, I attended the Association of Social Work Boards (ASWB) Annual Meeting of the Delegate Assembly in San Antonio, Texas. ASWB revealed their new Strategic Plan (2019-2021) which focuses on three goals: Advance knowledge and acceptance of social work as a licensed profession; facilitate mobility by licensure through endorsement; and curate research for best practice in regulation. This plan was voted on unanimously by the membership.

In closing, I want to thank Karen Wasylenska, Executive Director and Faye Schuster, Registrar for all the work they do on behalf of SASW. I also want to extend a big thank you to Council, Advisory, Branches and Committees for all their time, energy and dedication. And finally, thanks to the SASW membership for the dedication to this great profession. Loud and proud we stand up and rightfully call ourselves Social Workers!



EXECUTIVE DIRECTOR'S REPORT

Submitted by Karen Wasylenska

The annual report is a time to reflect on the past year; to review our accomplishments and to acknowledge the work that has been done. It is an honour to be the Executive Director of SASW and is my pleasure to highlight the work of SASW in 2018.

As I reflect back, the year of 2018 was a year of planning. We have undertaken two major projects, Authorized Practice Endorsement (APE) and a new Communications Plan. The APE has been in the planning stage for a number of years and it was with great joy (and trepidation) that we launched it in May of 2018. By the end of the year, we had a number of applications in process, to

be approved in early 2019. This was a great accomplishment for the individual social workers who were granted the APE, for SASW, and for the social work profession in Saskatchewan. We hope that services to those we work with, particularly in rural and remote communities, will be improved through increased access to diagnosis.

The second project was the development of a new Communications Plan. The plan began with a focus group with Council and Advisory Board facilitated by Benchmark Public Relations in September. At the Advisory Board meeting in October, a second focused discussion was held on the logo. Benchmark designed some options and the one that was chosen was by far the favourite. The Communication Plan included more than the logo, designs were developed for new presentation of newsletter and annual report, and refreshed website. All was planned to roll out for Social Work Month 2019. You will have seen the results of the work; many thanks to Benchmark Public Relations for their design work and assistance in completing this work.

The formation of the Northern Branch in the fall was also very exciting. Many thanks to Ruth Ann Thomas, Provincial Mentorship, for her support in bringing the group together. This is a group of committed social workers in the north, most of whom work in isolation. They have formed their virtual branch and have become supports to each other when faced with practice and ethical issues. I had the privilege to meet with this group in October when discussing formation of a branch.

***“The Strategic Plan
has informed our work
this past year, with a focus
on member engagement
and communication.”***

In the fall of 2018 we accepted an MSW student, Whitney Fraser, to do a research practicum. Whitney's work is focused on burn out and compassion fatigue. We are looking forward to Whitney's final report which will provide SASW with some ideas on what we can do to support our members.

As Executive Director, I have the opportunity to meet with my colleagues across Canada and the United States. As professional regulators we need to keep up with the trends that are occurring and other impacts on regulation. Our work is somewhat unique, and thus the information sharing and support of my colleagues across Canada is invaluable. I attended meetings of the Association of Social Work Boards in Halifax and San Antonio, Canadian Association of Social Workers and the Canadian Council of Social Work

Regulators in Ottawa in June, and the Council of Licensure, Enforcement and Regulation in Philadelphia, and the Registrar/ Executive Directors meeting in Edmonton. We are also a member of the Network of Inter-Professional Regulatory Organizations (NIRO) in Saskatchewan. This group meets twice a year and shares information, trends, and best practices on regulation in Saskatchewan.

The Strategic Plan has informed our work this past year, with a focus on member engagement and communication. Our reports at Advisory Board and my reports to Council are structured around the goals of the Strategic Plan. You will notice a change in this Annual Report. I had the pleasure to attend Branch meetings in Swift Current, Yorkton, and Humboldt; attended Mentorship mixers hosted by Saskatoon Branch, attended Student Information Sessions at the University of Regina, and attended almost all Committee meetings. Much of the work of SASW continues to occur through the work of our Committees. It is through this work that we attain our strategic goals. I wish to thank all Committee members for your dedication and commitment to the profession of social work. I have been so encouraged when looking for someone to assist on a panel or take on a quick project – I always get an enthusiastic response.

I wish to thank SASW Council for their wisdom and support, along with Fay Schuster and Debb Fisher for their commitment and work. And to our membership, for understanding the importance of being part of a professional association and showing pride in the social work profession.



REGISTRAR'S REPORT

Submitted by Fay Schuster, MSW, RSW

It has again my pleasure to serve as the Registrar for 2018. As you will see from the membership information provided below, we continue to see a growth in membership numbers year over year. The profile of our membership remains relatively stable.

Membership Profile

In 2018, our membership numbers increased by 9.5% (183 members) from 2017 as noted in Table 1 below. The majority of the increase was seen in full time, non-practising and student members. The Affiliate membership was longer an option in 2018.

Table 1 - Membership

Membership type	2016	2017	2018
Full time	1,317	1411	1,514
Part time	187	180	191
Non Practising	197	232	266
Affiliate	1	1	0
Student	85	121	156
Total members	1,787	1,944	2,127

OUR MEMBERSHIP
NUMBERS INCREASED
BY **9.5%**
FROM 2017

The majority (71.6%) of registered social workers were employed in community based agencies and health care as noted in Table 2 below. This represents an increase of 2.1% from 2017. The data presented is a good snapshot 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.

Table 2 - Employment

Employment Data for RSW	2016	2017	2018
Community based agencies	272	535	574
Private practice	56	87	106
Health care	807	859	1,075
Ministry of Justice	57	68	60
Ministry of Social Services	120	162	170
School Social Worker	52	76	91
First Nations Agency	10	60	74
Govt of Canada	47	62	56
Research/Education (university)	3	7	10
Other	18	86	87

THE NUMBER OF EMPLOYEES
IN COMMUNITY BASED AGENCIES
JUMPED FROM **272** IN 2016
TO **574** IN 2018

In 2018, 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

Gender Data for RSW	Registration Type	2016	2017	2018
Female	Full Time	1154	1240	1,345
	Part Time	163	157	166
	Non Practising	170	206	230
Male	Full Time	162	171	168
	Part Time	24	23	25
	Non Practising	27	26	36

Note: Does not include Students.

Ninety-nine percent of members provided age information in 2018 (1,952 members out of 1,971). Of those members reporting their age, 79.8% were between the ages of 30-64, 14.3% were under 29, and 5.8% were 65+.

Table 4 - Age

RSW Age Data	2016	2017	2018
20 - 24	26	51	58
25 - 29	175	212	221
30 - 34	284	294	321
35 - 39	226	271	283
40 - 44	184	208	240
45 - 49	176	158	169
50 - 54	221	201	201
55 - 59	163	164	192
60 - 64	152	149	152
65 - 69	59	59	68
70 - 74	24	29	34
75+	11	12	13
No answer		15	19

Note: Does not include Students.

Members reported approximately 5.4% more hours of Continuing Professional Education (CPE) Activities in 2018 compared to 2017. For 2018, this represents 58.5 hours of CPE per full time (1514) and part time members (191).

Table 5 - Continuing Professional Education

Continuing Professional Education Data	2015 hours	2016 hours	2017 Hours	2018 Hours
Category A - formal learning	39,047.78	40,645.22	39,128.47	45,791.85
Category B - teaching/mentoring	33,496.64	38,606.90	35,552.98	34,082.00
Category C - informal learning	27,298.80	26,377.12	25,122.87	25,330.74
Total hours	99,843.22	105,629.24	99,804.32	105,204.59

In 2018, follow-up was done on eight cases regarding use of the title "social worker" in absence of registration. Approximately half of these were members who had let their registration lapse. The other cases were resolved through both verbal and written communication with either the individual or the employer.

THE LARGEST AGE GROUP
IN THE PROFESSION
IS **30-34**
YEAR OLDS

THERE WERE **8** CASES
INVOLVING THE TITLE
"SOCIAL WORKER"



CANADIAN ASSOCIATION OF SOCIAL WORKERS (CASW) REPRESENTATIVE REPORT

Submitted by Hazel Berg, BSW, RSW

There continues to be a great deal of work being done at the national level. Here are some of the highlights:

An open letter to the federal Minister of Justice, Honourable Dr. Jane Phipott, was sent on January 19, 2018 from CASW President, Jan Christianson-Wood, indicating that the number of Indigenous Children in Care is a Humanitarian Crisis.

CASW launched National Social Work Month in March 2018 with "Bringing Change to Life". The message from CASW President on International Women's Day 2018 was "Me Too, Us Too" is available on the CASW site.

The meeting for the CASW Board in person were held in June and October in Ottawa.

Webinars continue to be used widely since many have difficulty accessing ongoing training through conferences with funds being tight in many sectors.

Dr. Mary Valentich was awarded the 2018 Glenn Drover National Award winner for outstanding Service in Edmonton at the AGM on March 23, 2018.

"The Child Welfare Project, Understanding Social Work and Child Welfare: Canadian Survey and Interviews with Child Welfare Experts was released on August 16, 2018."

CASW Distinguished Service Awards given annually during National Social Work Month for 2018 included: Calgary and Area Social Workers for Social Justice; Erin Beckwell, BSW, MSW, RSW; Jan Wood; Korrina Harvey; Lyla Andrew, MSW, RSW; Sandy Bay Child and Family Services; and Susan Fitsky.

The Child Welfare Project, Understanding Social Work and Child Welfare: Canadian Survey and Interviews with Child Welfare Experts was released on August 16, 2018. We noted a large numbers of people reached through the internet regarding this report.

CASW has contracted with Pimatisiwin Consulting and Counselling and Cathedral Consulting to revise the 2005 code of Ethics and Guidelines for Ethical Practice.

Barnes Management Group Inc. have been contracted to revise the CASW Scope of Practice.

2018 marked the end of the CSW journal published since 1932. CASW will strive to provide access to tools, resources and articles to support practice with the resources that had been used to publish this publication.

2018 CASWE Conference – Honouring Reconciliation and Respecting our Differences was held with the Faculty of Social Work, University of Regina on May 28-31, 2018.

The 2020 IFSW Conference will be hosted by the School of Social Work at the University of Calgary.

I look forward to our next CASW Board Meeting planned for June 8 – 9, 2019 in Saskatoon.

NORTHERN BRANCH ESTABLISHED

We are pleased to report that SASW's newly-established Northern Branch has done a tremendous job in supporting social workers in the northern areas of the province and reducing the feelings of isolations that can arise for these individuals.

Leading up to the formation of the branch, the Mentorship Committee reached out to all of the registered social workers in the north to learn about their experiences. We then attended a half day session sponsored by Northern Lights School Division, which included their social workers, and heard about their challenges. In the fall of 2018, a cohort of social workers in the division headed the task of forming this new branch.



Due to the unique nature of social work in the north, we knew from the start that this group would be different and we are still finding our way. Utilizing both teleconferencing and videoconferencing, the group members have met on multiple occasions to discuss organizational and informational topics and to share issues or concerns related to resources, practice, and ethics. In this way, they are able to benefit from the support of fellow social workers who we rarely have an opportunity to see in person.

"As provincial membership coordinator, I am so honoured to report that I have had the opportunity to meet several hard-working dedicated social workers who have taken the challenge and have started a new Northern Branch," said Ruth Ann Thomas, MSW, RSW. "It is my hope that we can respond to their unique needs (because of isolation) with respect, thoughtfulness and encouragement such that they are proud to belong to the provincial organization."

STRATEGIC PLAN HIGHLIGHTS FROM 2018

Goal 1: Member Engagement

Increase member commitment through greater engagement, purposeful branch and committee structure, communications and practice support

- Northeast Branch developed a framework for more predictable “touchpoints” for members, which meant quarterly contact of meeting in 1st and 3rd quarters and activity in 2nd and 4th quarters.
- Provincial Mentorship Co-ordinator brought together social workers in the north to talk about northern branch.
- Practice Ethics Committee provided 6 consultations, as well as another provided informally with the Executive Director. The consultations included two regarding dual roles, another one about parameters of confidentiality regarding vulnerable youth and social media, one regarding possible misconduct, one about balancing fairness when hiring, and one regarding the parameters of discussion of suicide with a client.
- Saskatoon Branch alternated branch meetings between lunch meeting with teleconference and evening meeting with social networking.
- Ethics workshops offered in Saskatoon, Regina (2) and Prince Albert.
- Partnered with CASW for 2 webinars: Youth Transitions (partnered with First Nations Family and Community Institute), and Workplace Responses to Interpersonal Violence (partnered with PATHS).
- Education Committee members reviewed approximately 300 Applications for Admission to the BSW Program, Faculty of Social Work, University of Regina.
- Focus Group and Consultation with Advisory Board and Council on communications plan and new logo.
- Reporting uses format of Strategic Plan goals, with Strategic Plan updates provided twice per year to Council and Advisory Board.

Goal 2: Inclusion

Ensure an inclusive organization that is welcoming to under represented populations

- Four social workers attended Student Information Panel in March during social work week and and Chair of Education attended Social work information night at U of R in Nov 2018.
- Saskatoon branch hosted two mentorship panels for students.
- Education Committee recommended CPE description that reflects member's desire for cultural competency and cultural teachings.
- Northeast Branch participated in local Career Fair and worked with local college to discuss having a social work panel for Social Work students.
- Southeast Branch offered “Positive Space Network” Presentation.
- Workshops on TRC Calls to Action offered by Saskatoon Branch and Southeast Branch.
- Swift Current Branch workshop Diversity of Professionals in Social Work Practice.
- Yellowhead East sponsored workshop “Reconciliation in Action” March 2018.
- 5 presentations made to social work students at U of R and First Nations University of Canada.
- Annual General Meeting in May, 2018, was hosted by the Prince Albert Branch.



Bringing Change to Life

Social Work Week was celebrated in Saskatchewan during March 18-24 with the theme being “Bringing Change to Life”. Members throughout the province participated in a wide range of events and activities that included both their colleagues and their communities. One of these activities was a student panel at the University of Regina.

Goal 3: Communication

Increase member awareness through expanded internal communication, increase public support of the profession through expanded external communications

- Facebook – used by SASW, and most branches. Northeast branch relaunched their facebook page, Saskatoon branch has Instagram account, and all use E Mails.
- SASW council member participated in Sask College of Physicians “Sask Patients Home Symposium”.
- Continued meetings with Ministry of Social Services, Child and Family Programs to encourage registration of child welfare staff.
- Social workers participated in two career fairs to promote social work.
- Education Committee members are represented on 3 Faculty of Social Work Committees along with Senate at the University of Regina. SASW is also represented on Faculty and Dean Search Committees for the Faculty of Social Work.

Goal 4: Advocacy / Social Justice

Influence public policy through targeted social justice activities

- Saskatoon Branch offered a screening of “Birth of a Family” with a panel discussion which included members of the Sixties Scoop Indigenous Society of Saskatchewan.
- Northeast Branch partnered with “Operation-Fill a Backpack” to help students in their region access school supplies at no cost.
- Yellowhead East Branch participated in Color Run and Child Action Plan Roundtable.
- Saskatoon Branch social justice focus was Women’s Inequality. Branch members participated in Take Back the Night and PRIDE Parade.
- SASW member of Mental Health Coalition which meets twice a year.
- Regina social workers participated in Community Gardens project during social work week.
- Saskatoon Branch supported actions of Saskatoon Social Work students regarding program cuts.
- SASW provided input to consultation process on Addictions Degree proposal, and consultation on professional association and regulation of behavior analysts, and regulations concerning Alternate Dispute Resolution.
- Council issued a media statement in response to the March 2018 provincial budget.

Goal 5: Administration and Member Services

Optimize organizational effectiveness and stability through improved administration processes, member service, and succession planning

- Education Committee reviewed and updated CPE Q & A to assist members in completion of CPE hours on renewal.
- Standards of Practice Committee began review of current Standards.
- Council using Zoom videoconferencing for meetings; branches using telehealth and teleconference for easier access.
- Online system used for storage and access to documents.
- Council approved revisions to the Terms of Reference for four Committees.

Goal 6: Ensure Efficient Management of Resources

- Managed within budget in 2018.
- Contingency funds maintained to ensure SASW remains fiscally responsible.
- Staff resources used efficiently to ensure responsive and effective services.



Erin Beckwell, BSW, MSW, RSW (SK), received the CASW National Distinguished Service Award. Erin is a social worker who has spent her career working in the areas of health, education, and community development. She is particularly passionate about community engagement, anti-racist education, harm reduction, and trauma-informed care. She currently works a Knowledge Translation Specialist and Policy Analyst with the Public Health Observatory in the Saskatchewan Health Authority, and as a Sessional Instructor with the University of Regina Faculty of Social Work. In 2014, she founded Nourish YXE, a community-based group that works to promote body acceptance and weight-neutral approaches to health and challenge weight stigma. Originally from Treaty 4 Territory in rural Southwest Saskatchewan, she now lives in Saskatoon (Treaty 6 Territory & Homeland of the Métis) with her wife, Lisa.

DISCIPLINE RESOURCE POOL REPORT

Submitted by David Rivers, MSW, RSW

Committee Highlights

SASW 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.

The Discipline Resource Pool (DRP) does not meet on a regular basis. The purpose of the DRP is to ensure there are sufficient members available to sit on a Discipline Committee if a hearing is required. It is encouraging to see the level of support from registered social workers who volunteered for the DRP or committee hearings throughout 2018. All new members receive information and training prior to participation in a hearing.

There were two SASW discipline hearings scheduled during 2018. One discipline hearing, which began on August 15, 2018, was adjourned and then completed on October 30, 2018. The Discipline Order for this hearing is available for review on the SASW website. The second discipline hearing was scheduled for October 23, 2018, and then rescheduled for April 9 and 10, 2019.

There were also three investigation reports completed by the Professional Conduct Committee (PCC) and forwarded to the Chair of the DRP which concluded with no recommendation for a discipline committee hearing.

Introducing APE

In 2018, SASW launched the "Authorized Practice Endorsement" (APE) which grants qualified social workers working in a clinical setting to provide diagnosis within the scope of their knowledge and training. One of the intended outcomes is improved access to mental health services, particularly in rural and remote communities. This is of critical importance as delayed diagnosis delays treatment, which translates into unnecessary suffering for those living with mental health problems.



PROFESSIONAL CONDUCT COMMITTEE REPORT

Submitted by Jim Walls, MSW, RSW

Committee Highlights

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.

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

Harriet Greenhow continues to provide investigative services to the Professional Conduct Committee. Harriet carefully explores the complaints, ensuring all parties have an opportunity to be heard.

The Committee will seek to add another member in the year ahead. Consideration in recruitment will include: 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 received an unprecedented number of complaints in 2017. The Professional Conduct Committee is directed as follows by The Social Workers Act:

- 26(2) *On completion of its investigation, the professional conduct committee shall make a written report to the discipline committee recommending that:*
- (a) *The discipline committee hear and determine the formal complaint set out in the written report; or*
 - (b) *No further action be taken with respect to the matter under investigation.*

The activity of the Professional Conduct Committee in 2018

Open files from 2017	6
New files opened in 2018	7
Files closed in 2018	7
Files remaining open Dec 31, 2018	6

Of the six complaints that were open on December 31, 2018, five are expected to culminate in Discipline Hearings. The seriousness and complexity of current complaints mean that the Committee anticipates greater expenditures on legal fees in 2019 than in previous years.

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

CANADIAN COUNCIL OF SOCIAL WORK REGULATORS

Submitted by Ryan Labatt and Karen Wasylenka

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 on social work regulatory matters in Canada. CCSWR is a separate organization from CASW; CASW's focus is on support and promotion of the profession of social work and CCSWR's focus is on the regulatory functions. As SASW provides both functions, we are members of both organizations.

In 2018, CCSWR continued discussions on Interjurisdictional practice. In addition, there has been discussion regarding the use of exams. A comparative document of registration requirements for all Canadian jurisdictions was developed.

The Board of Directors meeting was held June 10, 2018. Board meetings were held by teleconference on February 21, 2018 and October 24, 2018. The Executive is:

President – Lynn King, Alberta

Vice President – Lise Betteridge, Ontario

Treasurer – Ryan Labatt, Saskatchewan

Secretary – Barb Timmerman, Manitoba

Member at Large – Karen Wasylenka, Saskatchewan

SASW Council Members in 2018

President: Wanda Miller, Weyburn

Past President: Ryan Labatt, Regina

Secretary: Sheryn Peterson, Saskatoon

Treasurer: Carole Bryant, Regina

Members at Large: Sheila Szakas, Kipling | Melissa Flowers Evans, Saskatoon | Anthony Penner, Warman

Public Representative: Sarah Tekatch, Saskatoon | Lynda Kushnir Pekrul, Regina

SPECIAL THANKS TO OUR VOLUNTEERS

Special thank you to all those who donated their time and skills in 2018 to assist with our organization. You are truly making a difference in our community.

Awards Committee

Jessica Gardipy, Sophie Grahame, Chelsie Piesinger, Barabara Pohozoff, Ruth Ann Thomas, Kristen Vass, Brendan Wallace

Children's Issues Committee

Chairs: Susan Luedtke and Julie Stocki

With Interest from Amber Bayda, Markus Beveridge, Bob Buhler, Stephanie Edwards, Megan St. Hillaire, Amanda Klimm, Kate Lesser, Kelsey March, Linda McKay, Roseanne Morphy, Sandra Naccarato, Joyce Night, Florence Omoyefa, Tanja Smiljic

Discipline Resource Pool

Chair: David Rivers

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

Education Committee

Chair: Rikki Gusway Kelln

Colleen Barss, Jennifer Clarke, Kara Fletcher, Hayley Huartson, Keri Hutchinson, Kasey Mahnic, Ellen McGuire, Amanda Mihalicz, Krista Olson, Leanne Thoroughgood

Finance Committee

Chair: Carole Bryant

Leanne Keach, Wanda Miller

Mentorship Committee

Chair: Ruth Ann Thomas

Practice Ethics Committee

Chair: Donalda Halabuza

Peggy Cunningham, Andrew Field, Crystal Giesbrecht, Leann Keach, Morgan Klassen, Kimberley Lees, Erin Wasson

Professional Conduct Committee

Chair: Jim Walls

Gary Chrusch, Harriet Greenhow, Karl Mack, Sheena McCallion, Deborah Bryson Sarauer, Margaret Walraven, Jean Wiens

Public Relations Committee

Chair: Kim Wilson

Jane Chukwujekwu, Deborah Mooney, Judy White, Jill Zyla

Standards of Practice

Chairs: Kathy Bovair and Patti Petrucka

Sandra Dobra, Sheila Fleischhacker, Bernie Holzer, Marcie Nugent, Tanja Smilic, Marcella Torres

APE Review Committee

Chair: Ralph Aman

Kathy Bovair, Ray Pekrul, Patti Petrucka

Newsletter Committee

Michelle Bulgas, Lesley Washington, Ailsa Watkinson

Social Justice Committee

Jennifer Bird, Ryan Bilanski (*January - September*), Carrie Lynn Brody, Peggy Cunningham, Nolan Gagnon, Melanie Grace, Erica Gray, Jody Hanson, Sijo Joseph, Busi Mabhena, Katherine Madraga, Tanya Moore, Rosanne Morphy, Rachael Pancyr, Jennifer Stephens, Teena Singh, Shanna Stevens, Pat Walker

Volunteer Development Committee

Cassidy Andres, Sara Erickson, Sandra Fortman, Kyila Puryk, Victoria Walton

Branch Reps

Humboldt: Nicole Kinzel, Erin Braun Plamondon

Northeast: Hazel Berg, Tara Nelson

Prince Albert: Charlene Cameron, Patti Cram, Karla Ethier

Saskatoon: Ryan Bilanski, Tammy MacFarlane

Southeast: Jill Zyla

Swift Current: Glenda Carleton

Yellowhead East: Twila Seeley

Saskatchewan Association of Social Workers

Audited Financial Statements

For the Year Ended December 31, 2018

Independent Auditors' Report

To the Board of Directors of Saskatchewan Association of Social Workers

Opinion

We have audited the financial statements of Saskatchewan Association of Social Workers, which comprise the statement of financial position as at December 31, 2018, and the statement of operations, statement of changes in net assets and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, except for the possible effects of the matter described in the Basis of Qualified Opinion paragraph, the accompanying financial statements present fairly, in all material respects, the financial position of the Entity as at December 31, 2018, and its financial performance and its cash flows for the year then ended in accordance with accounting standards for not-for-profit organizations (ASNPO).

Basis for Qualified Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Entity in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

In common with many Non-for-Profit Organizations, the Association derives revenue from membership fees, donations and other fundraising activities, the completeness of which is not susceptible to satisfactory audit verification. Accordingly, our verification of these revenues was limited to a comparison of recorded revenue with bank deposits and we were unable to determine whether any adjustments might be necessary to revenue, excess of revenue, assets and net assets.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with ASNPO, 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.

In preparing the financial statements, management is responsible for assessing the Entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Entity or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Entity's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance

with Canadian generally accepted auditing standards will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit 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.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Priority Accountants CPA

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April 17, 2019

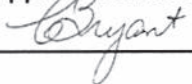
Saskatchewan Association of Social Workers


Statement of Financial Position

As At December 31, 2018

	2018	2017
Assets		
Current Assets		
Cash	\$ 481,689	\$ 127,251
Accounts receivable, net of allowances (Note 3.)	19,608	22,761
Total Current Assets	501,297	150,012
Investments (Note 4.)	819,890	1,040,080
Property, plant and equipment, net of accumulated amortization (Note 5.)	115,279	122,292
Intangibles, net of accumulated amortization (Note 6.)	21,613	25,936
Total Assets	\$ 1,458,079	\$ 1,338,320
Liabilities and Net Assets		
Current Liabilities		
Accounts payable and accrued liabilities (Note 7.)	\$ 16,351	\$ 6,370
Deferred revenue (Note 8.)	537,860	520,274
Total Current Liabilities	554,211	526,644
Net Assets		
Invested in capital assets	136,891	148,228
Unrestricted net assets	766,977	663,448
Total Net Assets	903,868	811,676
Total Liabilities and Net Assets	\$ 1,458,079	\$ 1,338,320

Approved on Behalf of the Board:





The accompanying notes are an integral part of these financial statements.

Saskatchewan Association of Social Workers

Statement of Operations

For the Year Ended December 31, 2018

	2018	2017
Revenue		
Ads (newsletter/website)	\$ 5,750	\$ 8,249
Discipline Hearing Penalties	-	3,000
Interest income	9,399	7,218
Mailing Fees	-	700
Membership	603,524	544,171
Other revenue	200	540
Total revenue	618,873	563,878
Operating expenses		
Amortization of intangible assets	4,323	4,323
Amortization of tangible assets	7,014	6,203
Audit and accounting	7,037	3,497
Awards and honorariums	935	1,122
Bank and credit card charges	16,897	14,774
Branch payments	8,168	4,818
C.A.S.W Fees	71,245	63,689
Committee expenses	33,112	34,372
Communication/Marketing	16,195	1,764
Contract	43,577	30,112
Courier	799	501
Employee benefits	29,698	26,673
Governance/ Strategic planning	-	18,157
Insurance	3,884	3,717
Legal fees	49,827	21,123
Memberships	1,447	2,621
Newsletter	2,465	4,468
Office stationery and supplies	6,217	3,344
Online registration system	12,285	10,471
Other utilities	4,133	3,653
Postage	11,148	10,867
Printing/ Copier machine	13,653	12,360
Property taxes	6,571	6,475
Repairs and maintenance	12,634	20,871
Salaries and wages	149,146	144,690

The accompanying notes are an integral part of these financial statements.

Saskatchewan Association of Social Workers

Statement of Operations

For the Year Ended December 31, 2018

	2018	2017
Special events	3,281	1,668
Telephone and telecommunications	10,990	11,810
Workshop	-	926
Total operating expenses	526,681	469,069
Excess of revenue over expenses	\$ 92,192	\$ 94,809

The accompanying notes are an integral part of these financial statements.

Saskatchewan Association of Social Workers

Statement of Changes in Net Assets

For the Year Ended December 31, 2018

	Invested in Capital Assets	Unrestricted Funds	2018	2017
Net assets (deficit) - beginning of the year	\$ 148,228	\$ 663,448	\$ 811,676	\$ 716,867
Amortization	(11,337)	11,337	-	-
Purchase (disposal) of capital assets	-	-	-	-
Excess of revenues over expenses	-	92,192	92,192	94,809
Net assets (deficit) - end of the year	\$ 136,891	\$ 766,977	\$ 903,868	\$ 811,676

The accompanying notes are an integral part of these financial statements.

Saskatchewan Association of Social Workers

Statement of Cash Flows

For the Year Ended December 31, 2018

	2018	2017
CASH FLOWS FROM OPERATING ACTIVITIES:		
Excess of revenues over expenses		
Items not affecting cash:	\$ 92,191	\$ 94,810
Amortization	11,337	10,526
Investments	220,190	(523,061)
Accounts receivable	3,153	1,582
Accounts payable and accrued liabilities	9,981	157
Deferred revenue	17,586	42,817
TOTAL CASH FLOWS FROM OPERATING ACTIVITIES	354,438	(373,169)
CASH FLOWS FROM INVESTING ACTIVITIES:		
Additions to capital assets	-	(11,470)
NET CASH USED BY INVESTING ACTIVITIES	-	(11,470)
CASH FLOWS FROM FINANCING ACTIVITIES:		
OTHER ACTIVITIES:		
Net cash increase (decreases) in cash and cash equivalents	354,438	(384,639)
Cash and cash equivalents at beginning of period	127,251	511,890
Cash and cash equivalents at end of period	\$ 481,689	\$ 127,251
Cash and cash equivalents consist of the following:		
Cash	\$ 481,689	\$ 127,251

The accompanying notes are an integral part of these financial statements.

Saskatchewan Association of Social Workers

Notes to the Financial Statements

For the Year Ended December 31, 2018

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 include 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, 2018 was \$ 819,890 (2017 - \$ 1,040,080).

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, 2018 was \$ 11,337 (2017 - \$ 10,526).

Saskatchewan Association of Social Workers

Notes to the Financial Statements

For the Year Ended December 31, 2018

2. Significant Accounting Policies continued

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, 2018

2. Significant Accounting Policies continued

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, 2018 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:

	2018	2017
Accounts receivable	\$ 33,062	\$ 33,162
Allowance for doubtful accounts	(18,375)	(18,375)
PSI accounts receivable	-	5,936
Accounts receivable from employees	1,584	-
Interest receivable	3,337	2,038
Total	\$ 19,608	\$ 22,761

Saskatchewan Association of Social Workers

Notes to the Financial Statements

For the Year Ended December 31, 2018

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:

	2018	2017
Allowance, beginning of period	\$ (18,375)	\$ (18,375)
Allowance, end of period	\$ (18,375)	\$ (18,375)

4. Investments

	2018	2017
Investment 325	\$ 60,150	\$ 60,150
Investment 334	-	100,000
Investment 351	177,637	177,637
Investment 352	149,232	149,232
Investment 361	-	425,000
Investment 364	128,061	128,061
Investment 367	100,000	-
Investment 370	94,810	-
Investment 371	110,000	-
Total investments	\$ 819,890	\$ 1,040,080

Saskatchewan Association of Social Workers

Notes to the Financial Statements

For the Year Ended December 31, 2018

5. Property, plant and equipment

Property, plant and equipment consist of the following:

			2018	2017
	Cost	Accumulated Depreciation	Net Book Value	Net Book Value
Land	\$ 20,000	\$ -	\$ 20,000	\$ 20,000
Building	169,559	(83,152)	86,407	90,133
Office equipment	24,503	(23,637)	866	1,082
Computer equipment	37,434	(31,436)	5,998	8,568
Furniture and fixtures	9,031	(7,023)	2,008	2,509
Total	\$ 260,527	\$ (145,248)	\$ 115,279	\$ 122,292

6. Other intangible assets

Other assets consist of the following:

			2018	2017
	Cost	Accumulated amortization	Net Book Value	Net Book Value
Online Registration System	\$ 43,227	\$ (21,614)	\$ 21,613	\$ 25,936
Total	\$ 43,227	\$ (21,614)	\$ 21,613	\$ 25,936

7. Accounts payable and accrued expenses

Accounts payable consist of the following:

	2018	2017
Trade accounts payable	\$ 6,310	\$ -
Employee deductions payable	6,156	3,040
Accrued liabilities	3,885	3,330
Total	\$ 16,351	\$ 6,370

Saskatchewan Association of Social Workers

Notes to the Financial Statements

For the Year Ended December 31, 2018

8. Deferred revenue

	2018	2017
Deferred revenue, beginning of period	\$ 520,274	\$ 477,457
Membership fees received during the period	537,860	520,274
Applied against operations	(520,274)	(477,457)
Deferred revenue, end of period	\$ 537,860	\$ 520,274

9. Comparative figures

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



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