



# ANNUAL REPORT **2019**

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; and
- 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

In reflecting on the second and final year in my role as President of the Saskatchewan Association of Social Workers, I am incredibly proud of the progress of our social work profession and the Association as a whole. As I move to the role of Past President following the AGM, we welcome Erin Beckwell as the incoming President of SASW. I have thoroughly enjoyed this role and thank you all for the opportunities it has presented for me.

Over the past year, the SASW has seen ongoing growth in membership with increased public awareness relating to the stable and positive professional identity of social workers in Saskatchewan. We are progressing our Strategic Plan along in all identified pillars: Member Engagement; Inclusion; Communications; Advocacy and Social Justice; Administration and Member Services; and Efficient Management of Resources. The Association, under the steady stewardship of the Council, is pleased to report on the following highlights from the past year:

- A new look for our Association as our communications strategy resulted in a new logo, new format for the newsletter and annual report and all of the information on our refreshed website.
- We shifted our awards presentations to the employment location of the recipient providing an opportunity to acknowledge social worker accomplishments and milestones with their colleagues.
- We celebrated National Social Work Week, March 24-30, with "Real people, Real impact".
- Saskatoon Branch not only hosted the AGM on May 2 but also held a successful branch conference on May 3 featuring "Sustaining Health," where participants learned how physical, mental and community health impacts the quality of our environment.
- In June, we hosted the Canadian Association of Social Workers (CASW) and the Canadian Council of Social Work Regulators (CCSWR) meetings in Saskatoon.
- In July, we issued a license to our 2,000<sup>th</sup> member.
- The Authorized Practice Endorsement (APE) grandfathering provision ended, thus APE is now available for new applicants and those with equivalencies from other jurisdictions.

These accomplishments would not occur without the involvement of our membership. Thank you to Council, committee members, volunteers and staff for your ongoing leadership, commitment and collaboration. Your combined skills, wisdom and experience have enabled us to move forward as an organization and as a profession, keeping the overall vision of SASW as the foundation that binds us together. We are excited to continue the growth and progress of the Association in the interests of the profession and the public.

All the best, and stay safe.

## SASW Council Members in 2019

<b>President:</b>	Wanda Miller, Weyburn
<b>President Elect:</b>	Erin Beckwell, Saskatoon
<b>Secretary:</b>	Sheryn Peterson, Saskatoon
<b>Treasurer:</b>	Carole Bryant, Regina
<b>Members at Large:</b>	Sheila Szakacs, Kipling   Ryan Labatt, Regina   Ruth Ann Thomas, Saskatoon
<b>Public Representative:</b>	Sarah Tekatch, Saskatoon   Lynda Kushnir-Pekrul, Regina

## Abby Lidster



Social Worker  
Child and Family Programs  
Saskatchewan Ministry  
of Social Services

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Read Abby's story at  
[www.sasw.ca](http://www.sasw.ca)

# SOCIAL WORK CHAMPION

*I truly appreciate the time that I get to spend in the north and believe that working in the north poses unique challenges that is different from what a social worker might face in the other areas of our province. Planning as a social worker must be creative since there are unique challenges each community faces that you must be aware of and willing to address.*





# EXECUTIVE DIRECTOR'S REPORT

Submitted by: Karen Wasylenka, MSW, RSW

It was my privilege to serve as Executive Director in 2019. I truly believe that this is an exciting time for SASW in terms of growth of the organization and the work we are doing. Much was accomplished this year, largely through the efforts of our dedicated volunteers who serve on committees, are involved in branch activities, and who help out when called upon. I also wish to acknowledge the support of the SASW Council who provide direction and vision for our organization. Our Strategic Plan continues to guide our work.

## National and International Connections

As Executive Director, I have the opportunity to engage with other regulatory organizations in Canada, the United States and beyond. This is important work to ensure that we stay in front of regulatory changes and trends, that we learn from other organizations, and that we support the efforts of each other.

SASW was pleased to host the CASW June 2019 Federation Meetings in Saskatoon. In addition to the face to face meeting in June, two teleconference meetings were held in the year, along with two teleconference meetings for executive directors. CCSWR also held their annual meeting in June in Saskatoon, with two other videoconference meetings held during the year. We have two Saskatchewan members on the CCSWR Executive: Ryan Labatt is Treasurer, and I serve as a Member at Large.

SASW is a member of the Association of Social Work Boards (ASWB). President Wanda Miller and I both attended the spring education meeting and the November delegate annual meeting. Our relationship with ASWB is important as we use the ASWB exam for the Authorized Practice Endorsement, and ASWB offers new board member training which is a valuable resource for our new Council members.

We are also members of the Council for Licensure, Enforcement, and Regulation (CLEAR), which is composed of broad regulatory bodies in the United States, Canada, UK, Australia and New Zealand. CLEAR hosts a conference each year and provides complaints investigation training, which our Professional Conduct Committee members find very useful in their work.

In addition, we are members of the Network of Inter-professional Regulatory Organizations (NIRO). This Saskatchewan group is composed of health-related regulatory bodies and meets twice per year.

## Member Engagement

We continue to meet with Ministry of Social Services officials regarding registration of ministry staff. There has been an expressed willingness to support voluntary registration, and I anticipate our discussions will continue in the future.

In the fall of 2019, Whitney Fraser completed her MSW research practicum with SASW. Her work focused on compassion fatigue and burn out. The research included focus groups and interviews with RSW's in Saskatchewan. We will be following up with Whitney's work.

Committees and branches have been very active in 2019 as you will see throughout this annual report. I have been honoured to provide whatever assistance and support I can to ensure that their work continues.

## Inclusion

Our student membership continues to grow, and we connect with both the University of Regina (U of R) and First Nations University of Canada (FNUiv) social work programs. Attendance in classes and at student information events promotes the benefits of student membership. In addition, the energy and creative ideas of students are welcomed in committee work.

Branches have continued to reach out to all RSW's in their areas to encourage involvement in branch activity.

## Communications

In March 2019, we introduced our new logo and visual identity standards. The majority of our material has been updated to reflect the new logo. We also updated the format of our newsletter and annual report and refreshed our website. This was a large undertaking for SASW this year, and we appreciate the work of Benchmark Public Relations which made this possible.

We continued to share information through three newsletters, emails to members, and through our Facebook page and website.

## Administration and Member Services

A highlight of 2019 was the approval of our 2,000th member. It is encouraging to see the number of registered social workers continuing to grow in Saskatchewan. As well, our student membership continues to grow, with student members also involved in branch and committee work.

In 2019, six applicants were approved for Authorized Practice Endorsement (APE) by the APE Review Committee. The grandparenting provision expired on April 30, 2019. The review committee continued to work on policy and procedures for new applicants for the endorsement.

## Management of Resources

In 2019, we continued to streamline our processes and made use of videoconferencing for many meetings, which saved on travel costs. We also introduced the access of 2020 licenses through our online system, which reduced mailing costs and wait times.

## Conclusion

I would like to thank Office Administrator Debb Fisher and Registrar Fay Schuster for their commitment to the work of SASW. I look forward to the next year with continued growth and involvement.



# REGISTRAR'S REPORT

Submitted by: Fay Schuster, MSW, RSW

## Registrar

It was again my pleasure to serve as the Registrar for 2019. As you will see from the membership information provided below, we continued to see a growth in membership numbers year over year. The profile of our membership remains relatively stable.

## Membership Profile

In 2019, our membership numbers increased by 7.4% (157 members) from 2018 as noted in Table 1 below. Although less of an increase from 2017 to 2018 (9.5% or 183 members) it continues to represent an overall increase year over year. The majority of the increase was seen in full time (93), and student members (39). The Affiliate membership was no longer an option in 2018.

**Table 1 - Membership**

Membership Type Data	2017	2018	2019
Full Time	1411	1514	1607
Part Time	180	191	206
Non Practising	232	266	276
Affiliate	1	0	0
Student	121	156	195
	1944	2127	2284

The majority (71.4%) of registered social workers practicing full or part time continue to be employed in community-based agencies and health care as noted in Table 2 below. The data presented is a good snapshot of where social workers are practicing; however, the data has limitations. New members and renewing members may indicate more than one category of employment. Based on the data, more members may have reported more than one category of employment in 2018 (1,705 members versus 2,303 entries across all categories of employment) than 2019 (1,813 members versus 1,912 entries across all categories of employment).

**Table 2 - Employment**

Employment Data for RSW	2017	2018	2019
Community based agencies	535	574	330
Private practice	87	106	96
Health care	859	1075	966
Ministry of Justice	68	60	54
Ministry of Social Services	162	170	147
School social worker	76	91	93
First Nations agency	60	74	90
Govt of Canada	62	56	55
Research/education (university)	7	10	9
Other	86	87	72

In 2019, the majority (76.9%) of members were practicing full time as noted in Table 3 below. This represents no change from 2018. The majority of our members continue to be female.

**Table 3 - Gender**

Gender Data for RSW	Registration Type	2017	2018	2019
Female	Full Time	1240	1345	1415
	Part Time	157	166	179
	Non Practising	206	230	241
Male	Full Time	171	168	189
	Part Time	23	25	27
	Non Practising	26	36	35
Other	Full Time			3

*Note: Does not include Students.*

Almost 100% of members (99.85%) provided age information in 2019 (2,086 members out of 2,089). Of those members reporting their age, 80.1% were between the ages of 30-64, 13.9% were under 29, and 5.9% were 65+. The age profile remained consistent with 2018.

**Table 4 - Age**

RSW Age Data	2017	2018	2019
20 - 24	51	58	53
25 - 29	212	221	237
30 - 34	294	321	333
35 - 39	271	283	318
40 - 44	208	240	267
45 - 49	158	169	198
50 - 54	201	201	188
55 - 59	164	192	220
60 - 64	149	152	147
65 - 69	59	68	79
70 - 74	29	34	31
75+	12	13	15
No answer	15	19	3

*Note: Does not include Students.*

Members reported approximately 8.6% more hours of Continuing Professional Education (CPE) activities in 2019 compared to 2018. For 2019, this represented 67 hours of CPE per full time (1607) and part time (206) members versus 58.5 hours per member in 2018. The number of hours per member may be inflated due to CPE submissions that exceed the maximum claimable hours (i.e. supervision of social work students, committee work/board meetings).

**Table 5 - Continuing Professional Education**

Continuing Professional Education Data	2017	2018	2019
Category A – formal learning	39,128.47	45,791.85	50,060.93
Category B – teaching/mentoring	35,552.98	34,082.00	42,837.85
Category C – informal learning	25,122.87	25,330.74	28,932.58
Total hours	99,804.32	105,204.59	121,831.36

## Continuing Professional Education Audits

In 2019, 265 audits of CPE activities were completed representing 14.6% of renewing members for 2020. The audits involved 65 initial emails being sent to members with numerous follow ups by phone and email exchanges.

In a number of the audits the CPE hours were not accepted, and the member was required to provide other hours that met the CPE policy definitions. In all cases, the member was able to meet the requirement and clear the audit for release of their licence.

The majority of the audits reflected our members are undertaking appropriate CPE activities that meet the CPE policy definitions.

## Use of Title Follow-ups

In 2019, follow-up was done on five cases regarding use of the title “social worker” in absence of registration. In one case the individual self-reported to the Registrar based on one of our members identifying the issue to the individual. This case was also followed up with the employer to ensure any employees using the title and being listed as such on their website were in compliance with Section 24 of the *Social Workers Act*. The case was resolved with a verbal warning and followed up with an email regarding any further use of title in absence of registration. The individual is now a member in good standing.

In two of the five cases, one received a formal warning by email and one received a formal written letter from the Registrar. Two of the cases were referred to the Professional Conduct Committee.

## Larissa Smeltzer



Counsellor  
Envision Counselling &  
Support Centre Inc.

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Read Larissa's story at  
[www.sasw.ca](http://www.sasw.ca)

# SOCIAL WORK CHAMPION

*What I like best about being a social worker is the chance to be able to meet so many beautiful human beings and seeing change, whether systemic or on the ground level. I also love that every day I am given the space to learn, grow and reflect in who I am as a person and what I can bring to each session.*





# CANADIAN ASSOCIATION OF SOCIAL WORKERS (CASW) REPORT

Submitted by: Hazel Berg, BSW, RSW (SK)

CASW launched National Social Work Month – March 2019 – with the theme, “Real People. Real Impact”, which was chosen to reflect our shift in perspective. The message this year was two-fold: social workers are ordinary but committed people, constantly striving to have an extraordinary impact on the people served as well as their communities. This message mirrors our dual mandate at CASW: to promote and support the profession, as well as advance issues of social justice.

The Child Welfare Project was completed, having surveyed over 3,000 social workers across Canada and contacted key individuals from every part of the country. The results indicate we need a national caseload study to provide evidence for standards on caseload size across Canada. Social workers report that huge caseloads negatively impact the actual service that can be provided to those needing services, which in turn, leads to a loss of staff due to the working conditions.

Another way CASW has acted to assist rural and remote communities is to advocate for student loan forgiveness to help encourage providers to these areas and to help practitioners return to their home communities. Although we recommended this, it did not make it into the budget this year, and we will continue to advocate for this.

CASW Board/Federation meetings were held in Saskatoon, Saskatchewan on June 8-9, 2019. We received the document, Miyo wice ‘tawin (living together with trust and respect), from Noela Crowe-Salazar, Pimatisiwin Consulting, and Randy Passmore, Cathedral Consulting, and additional member Veronique Mireault to revise our CASW Code of Ethics 2018-2020. This revision will take into consideration and grounding in the Truth and Reconciliation Commission principles.

Our CASW President Jan Christianson-Wood has been very busy as part of the organizing committee for the IFSW's International Conference in Calgary July 15-18, 2020 as CASW is one of the partners sponsoring this international conference.

Planning meetings in late September 2019 for the IFSW International Conference included the initial meetings for the indigenous social workers to meet and begin the process of envisioning how indigenous knowledge, culture, ceremony and ways of knowing can be advanced within the profession's structures. The Indigenous Committee comprises representatives from five regions: Janestic Twikirizi (Africa), Margaretha Uttjek (Europe), Jenny Linares (Latin America and the Caribbean), Hazel Berg, and to be joined by Maxine Salopree and Shannis Gray (North America).

Webinars continue to be used widely since many have difficulty accessing ongoing training through conferences with funds being tight in many sectors. CASW worked with the Muriel McQueen Fergusson Centre for Family Violence Research on the topic of family violence; webinars on social work and the environment/green social work; and a three part series with a well-known professor and advocate on trans children and youth.

CASW Distinguished Service Awards are given annually during National Social Work Month. The 2019 recipients were:

Alberta College of Social Workers – Richard Gregory;  
British Columbia Association of social Workers – Kimberley Asyan;  
Manitoba College of Social Workers – Jill Brown;  
New Brunswick Association of Social Workers – Valerie DeLong;  
Newfoundland and Labrador Association of Social Workers – Mona Romaine Elliott;  
Nova Scotia College of Social Workers – Dr. Marion Brown;  
Prince Edward Island Association of Social Workers – Sigrid Rolfe;  
Saskatchewan Association of Social Workers – Natalie Bieberdorf;  
Association of Social Workers in Northern Canada Northwest Territory – Phyllis Mawdsley;  
Yukon – Kelly Cooper; and  
Nunavut – Holly Uvilluk.

Barnes Management Group Inc. was contracted to revise the CASW Scope of Practice led by Rhonda Hallberg, and this work is well underway.

CASW fall board meeting was held on October 19-20, 2019 in Ottawa, Ontario. New CASW Board members are:

Glenn Schmidt – British Columbia;  
Maxine Salopree – Alberta; and  
Darlene MacDonald – Manitoba.

Updates on the Code of Ethics and Guidelines, Scope of Practice, and Improving Credential Recognition Project were on the agenda. Mental Health Parity and the Statement of Apology and Commitment to Reconciliation were discussed, while the themes for National Social Work Month 2020 – United by Diversity, Strengthened by Inclusion – were selected. Vicki Coy (NBASW) was elected Treasurer and Joan Davis-Whelan (NLASW) was elected to the position of Vice President.

CASW issued its Statement of Apology and Commitment to Reconciliation in November 2019.

Another productive year at CASW and in all parts of Canada.



## CANADIAN COUNCIL OF SOCIAL WORK REGULATORS (CCSWR)

Submitted by: **Ryan Labatt** and **Karen Wasylenska**

CCSWR is an organization of the social work regulators in Canada. All regulatory social work associations/colleges in Canada are members. The objectives of CCSWR include:

- To develop national perspectives on social work regulation
- To respond to matters related to licensure and/or regulation and which are of national or international importance
- To identify, consider, and make statements on issues related to social work practice

CCSWR is represented at the Intersectoral Committee along with the Canadian Association for Social Work Education (CASWE) and the Canadian Association of Social Work (CASW).

The Executive of CCSWR in 2019 was:

- Lynn Lebreque King (Alberta) – President
- Lise Betteridge (Ontario) – Vice President
- Barb Temmerman (Manitoba) – Secretary
- Ryan Labatt (Saskatchewan) – Treasurer
- Karen Wasylenska (Saskatchewan) – Member at Large

CCSWR meets in person following the Annual CASW Federation Meeting and has two teleconference meetings per year.

# STRATEGIC PLAN HIGHLIGHTS

The following are accomplishments on our strategic plan:

## Member Engagement

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

- Eight active branches: Swift Current, South East, Yellowhead, Saskatoon, Northern, North East, Prince Albert, Humboldt
- Reached 2,000<sup>th</sup> member in July 2019
- Video conferencing available for meetings

## Inclusion

**Ensure an inclusive organization that is welcoming to under represented populations**

- Engagement with students at First Nations University of Canada
- Committee recruitment considerations for diverse membership

## Communications

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

- New logo and visual identity established
- Facebook page implemented
- Website refreshed
- Three newsletters published in addition to short E Mail messages
- Promotional items available

## Advocacy/Social Justice

**Influence public policy through targeted social justice activities**

- Active Social Justice Committee
- Branches involved in local initiatives and issues
- Media statement regarding the provincial budget
- Sharing issues/strategies through Facebook page

## Administration and Member Services

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

- Six social workers received the Authorized Practice Endorsement
- Procedures documented for registration and renewal processes
- Content of published and website material reviewed and updated
- Efficiency of posting renewal license on member home page
- Regular Council meetings with quorum

## Ensure efficient management of resources

- Managed within budget

# COMMITTEE REPORTS

# AWARDS COMMITTEE

## Committee Members

Glenda Carleton  
Sophie Grahame  
Chelsie Piesinger

Barb Pohozoff  
Kristin Vass

## Committee Purpose

The Awards Committee is responsible for reviewing applications and selecting the recipients for the CASW Distinguished Service Award, the SASW Distinguished Service Award, the SASW Student Award, and the CASW/BMS Scholarship Fund awards.

The 2019 CASW Distinguished Service Award was presented to Natalie Bieberdorf of Weyburn at a celebration on March 26, 2019.

The Committee awarded the SASW Distinguished Service Award to Ms. Patti Petrucka at her workplace on May 31, 2019.

The Student Award was presented to Ms. Sherry Ouellette at the Annual General Meeting on May 3, 2019. The Student Award fund is administered through the South SK Community Foundation. The balance of the student award fund at December 31, 2019 was \$24,290.43.



*Patti Petrucka being presented with the SASW Distinguished Service Award, presented by Wanda Miller, President.*



*2019 SASW Student Award being presented to Sherry Ouellette, presented by Karen Wasylenska, Executive Director.*



*Natalie Bieberdorf being presented with the CASW Distinguished Service Award presented by Wanda Miller, President.*

# VOLUNTEER DEVELOPMENT COMMITTEE

## Committee Members

Cassidy Andres  
Kyila Puryk  
Maureen Powell

Brianne Santha  
Katie Carter.

The role of the Volunteer Development Committee is to seek nominations for vacancies on Council and to assist committees, as needed, in filling committee vacancies.

## Tyrell Sargent & Michelle Zabiaka



Outreach Workers  
Frances Morrison Central Library  
Saskatoon Public Library

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Read Tyrell's & Michelle's story  
at [www.sasw.ca](http://www.sasw.ca)

# SOCIAL WORK CHAMPION

*If you would like to help someone in a holistic way, then social work is the job for you. You get to look at someone's personal thoughts and feelings, their environment, and their social community. It's about trying to piece together a different puzzle every time you meet someone.*



STRENGTHENING INDIVIDUALS, FAMILIES AND COMMUNITIES

# EDUCATION COMMITTEE

Submitted by: Rikki Gusway-Kelln, BSW, RSW (SK)

## Committee Purpose and Authority

- To address the educational needs and requirements of members for ongoing quality professional practice.
- To promote and offer continuing education for members including opportunities specifically related to the Code of Ethics and Standards of Practice
- To 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

## SASW Education Committee Membership 2019

Jennifer Clarke

Kara Fletcher (U of R Rep)

Keri Hutchinson

Karen Wasylenska (ex-officio)

Amanda Mihalicz

Rikki Gusway-Kelln (Chair)

Kasey Mahnic

Leanne Thoroughgood

Hayley Huartson

Ellen McGuire

Colleen Barss

## Continuing Education Policy

With the guidance of SASW Registrar, Fay Schuster, the Education Committee continues to support additions to the CPE Q&A Document. In addition, the Education Committee in collaboration with the Registrar completed a review and revision to the CPE requirement policy. These requirements will be in place effective effective 2020.

## 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. The Education Committee also had members who participate in the University of Regina Social Work Week Panel event.

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

University of Regina Senate – Jennifer Clark

Undergraduate Studies Committee – Ellen McGuire

Faculty Student Council – Rikki Gusway

Graduate Studies Committee – Keri Hutchinson

The University of Regina provided the SASW opportunities to participating in the selection of 4 new faculty members, and the selection of the new Dean of Social Work. In addition, Karen Wasylenska and Rikki Gusway participated in the audit process for the faculty's re-accreditation with the Canadian Association of Social Work Education.

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.

# PRACTICE ETHICS COMMITTEE

Submitted by: Donalda Halabuza

## Committee Purpose

The purpose of this committee is to provide timely consultation to members of SASW regarding ethical concerns and dilemmas. We endeavour to have a response back to the member between 2 -4 weeks; however, if consults come during holidays, it is very difficult to meet this expectation. Confidentiality is preserved.

This committee is separate and independent from the Discipline Committee and the Professional Conduct Committees. Confidentiality is maintained by eliminating all identifying information when consultations are discussed in the committee. All consultations occur via e-mail and occasional telephone conferences. We strive to have one face to face meeting per year. All advice, suggestions and options provided by this committee are not binding and are based on reviewing the CASW Code, Guidelines, SASW Standards, ethics literature and relevant legislation.

## Committee Members

At present there are 9 social workers on the Practice Ethics Committee including myself as the chair consisting of: Chairperson: Donalda Halabuza (Regina); Andrew Field (Saskatoon); Morgan Klassen (Saskatoon); Brandy Bayda (Warman); Leanne Keach (Moose Jaw); Kim Lees (Saskatoon); Crystal Giesbrecht (Regina); Leanne Thoroughgood (Moose Jaw); and Kim Taylor (Saskatoon). In addition, the Practice Ethics Committee also has a student member, SherJan Maybanting from Melville.

We have strived to have members on this committee that have a diversity in work experiences and are from multiple locations in the province. It is especially important to have both urban and rural representation. Currently, our members have experience in medical social work, young offenders, child protection services, veterans affairs, corrections, private practice, armed forces, foster care, family justice services (custody and access assessments), mediation, employee and family assistance, women's issues, domestic violence, policy analysis, Amnesty International, long term care, adult mental health, crises services, family violence, sexual assault, rural social work, child and youth (mental health for children and youth), veterinarian social work, social work in aboriginal communities, not for profit agencies, and government.

## Consultations

In 2019, we provided six consultations involving an array of overlapping concerns, including dual relationships and potential conflict of interests; mental capacity to give consent and various aspects of consent; whether social workers can breach confidentiality to report if clients have been involved in law infractions; and whether both parents need to provide consent for children to receive services.

# PROFESSIONAL CONDUCT COMMITTEE

Submitted by: Jim Walls, MSW, RSW

## Committee Purpose

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

## Committee Members

### Chairperson:

Jim Walls

### Members:

Deborah Bryson Saurer

Garry Chrusch

Karl Mack

Margaret Walraven

Jean Wiens

Erin Wasson

### Investigator:

Sheena McCallion

The SASW Professional Conduct Committee is made up 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 demonstrated a strong commitment to their role in the regulation of social work practice and the protection of the public.

Harriet Greenhow served as the Professional Conduct Committee's Investigator for seven years until her resignation in 2019. Greenhow has made an invaluable contribution to SASW's conduct and discipline processes for many years. She served in the DRP and chaired a number of Discipline Committee hearings. Prior to her role as investigator, Greenhow was a valued member of the Professional Conduct Committee. Her extensive knowledge of the profession, the challenges social workers may face, and her ability to balance fairness and accountability have always been strengths she modelled for her colleagues and for the public.

The committee will continue to add members as required. 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 received a variety of complex complaints in 2019. 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 2019

Open files from 2018	6
New files opened in 2019	10
Files closed in 2019	5
Files remaining open as of Dec 31, 2019	11

The types of complaints received by the Professional Conduct Committee are varied; however, a common theme is that they are almost all complex and require careful management. The committee believes the allocated budget should be maintained in order to fulfill its mandate.

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

# PUBLIC RELATIONS COMMITTEE

Submitted by: Kimberley Wilson

## Committee Members

### Chairperson:

Kimberley Wilson

### Members:

Deborah Mooney

Judy White

Jill Zyla

In 2019, member Jill Zyla stepped back while she is on maternity leave and Judy White retired. The committee extends our deepest appreciation for the gift of time, knowledge, and energy.

The Public Relations Committee continues to focus on getting out information to social workers and gathering feedback. Our primary means of connection is Facebook. Our Facebook page is a portal to post about continuing education, job opportunities, self-care and sometimes a little humor. This page is "open" for anyone to make social work related posts.

We are proud to be social workers and want to show it. We love SWAG. Whether it is our calendar on your office wall or your deluxe pen/highlighter writing tool, micro cloths and key chains, you use them with pride. We look forward to getting these items out to you.

As a committee we have had many conference calls where we discussed the diversity of the social work profession and our role in its future. We are excited and motivated by the communication plan developed by Benchmark.

# SOCIAL JUSTICE / ADVOCACY COMMITTEE

Submitted by: Rosanne Morphy and Jody Hanson

In 2019 the committee met monthly since August, with the exception of a January 2020 meeting. Our committee currently stands at about 30 members, with approximately one quarter attending monthly meetings. Members are primarily from Saskatoon and Regina, with some rural and northern members.

This year's focus was on the crystal meth and opioid crisis in the province. This topic was chosen by the committee as many people have experienced firsthand the effects that this crisis is having on clients and families.

### For committee purposes, we have:

- Created an umbrella strategy document, which is on Google docs for easy access for committee members to highlight what they are doing. As the topic is so large, and we aren't going to have just a single event, we want to have people working on multiple things and across multiple media and still have it fit our mandate.
- Created a WhatsApp group for committee members, so that they can share info and offer support to one another with resources, strategies, etc.

### For the SASW community, thus far we have:

- Been working on a new website, which we hope will be a hub for resources on the topic.
- In mid-November, in conjunction with the SWSS and Saskatoon Branch of the SJ Committee, we hosted a panel discussion with people who have experienced the crystal meth/opioid crisis firsthand. Access to this was in-person (preference to RSWs and registered students) and broadcast on WebX. It was well attended with approximately 80 people at the event and another 100 online. There were many more requests, which led to the Saskatoon Branch planning a full day event that is scheduled for early May with the goal of having an interdisciplinary collaboration.
- Created a Facebook page.

## Tammy Wagner



Clinical Social Worker  
Child and Youth Services  
Saskatchewan Health Authority

.....

Read Tammy's story at  
[www.sasw.ca](http://www.sasw.ca)

# SOCIAL WORK CHAMPION

*What I love best about being a social worker is being a welcome guest in people's lives. Walking alongside them on their journey, whether it is through education, health or justice. The relationship we develop with our clients is unique and I always feel honoured to be invited into their lives, for a period of time.*



# STANDARDS OF PRACTICE COMMITTEE

## Committee Members

Patti Petrucka	Tanja Smiljic
Kathy Bovair	Marcie Nugent-Klein
Sandra Dobra	Marcella Torres

The Standards of Practice Committee saw the revised Standard of Practice accepted by the SASW Executive in December of 2019. The committee has had input from the membership, Advisory Council and Executive as well as reviewing other provincial standards. This revision involved increase attention to inclusive language throughout the document and positive framing of the individual standards. Clarification on dual relationships was detailed in the revisions, and a restructuring of the standards occurred to streamline the sections.

The committee has commenced dialogue on the upcoming review being initiated in the spring of 2020. A primary area of research will center on the use of technology in Social Work Practice.

The committee is looking to add additional members for the upcoming round of revisions.

# DISCIPLINE RESOURCE POOL

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

## 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 (2007)

### Resource Pool Volunteers:

Kerry LaPointe-Slingsby (2002)  
Katherine Potts (2002)  
Charlene Cameron (2009)  
Victoria Walton (2010)  
Anne Penniston Gray (2015)  
Sherri MacBean Gross (2016)  
Della Yaroshko (2016)

Garry Prediger (2016)  
Laura Lynn Blackburn (2019)  
Beverly Wolfe (2019)  
Shelley Whitehead (alternate)  
Sarah Tekatch (2015) (Public Representative)  
Lynda Kushnir-Pekrul (2018) (Public Representative)

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. The DRP welcomed two new members in 2019. It is encouraging to see the level of support from registered social workers who volunteered for the DRP or committee hearings throughout 2019. All new members receive information and training prior to participation in a hearing.

There were two discipline hearings in 2019. The first discipline hearing occurred on April 9, 2019. The second discipline hearing took place over the course of two days on August 13, 2019 and September 17, 2019. The Penalty Hearing for the latter case occurred on December 17, 2019. The Discipline Orders for these hearings are available for review on the SASW website.

There were also two investigation reports completed by the Professional Conduct Committee (PCC) and forwarded to the Chair of the DRP which recommended the complaint not result in a discipline committee hearing.

Abstract graphic consisting of several overlapping, curved, light green lines that sweep across the upper left portion of the page, creating a sense of motion and organic form.

# BRANCH REPORTS

# HUMBOLDT AND AREA BRANCH REPORT

Submitted by: Erin Plamondon-Braun, Co-Chair, SASW Humboldt Branch

The Humboldt Branch of the SASW serves as a link to connect rural social workers together. We met monthly at noon to connect and plan events to promote our Branch and to connect community members and other social workers.

In 2019 we had some excellent events for Social Work Week. We had Constance Herman of the Mehrit Centre present two workshops for us. On March 25, 2019 we had a parent night workshop focused on self-regulation titled, "Keep Calm and Parent On". This workshop was very well attended and received by all. On March 26, 2019, we gathered as helping professionals in the area for a professional development day focusing on self-regulation facilitated by Constance Herman. Both workshops were excellent with so many tips to take away and use immediately in our lives both personally and professionally.

On April 15, 2019 at our AGM we invited the Humboldt RCMP to come and speak about the new marijuana legislation and to discuss the impact it may have on our work. This was a very informative presentation.

We are now busy working on two events for Social Work Week 2020.

# NORTHEAST BRANCH REPORT

Submitted by: Bradley Campbell B.S.W., R.S.W. (SK)

Highlights from the Northeast Branch in 2019 included attending the Northeast career fair, which is an event we attend each year to promote social work. In 2019 Bradley Campbell became chair of the Branch, taking over from Tara Nelson. Our Branch is planning an education event in 2020.

# NORTHERN BRANCH REPORT

Submitted by: Shirley Bell-Morin, President

We have had many changes within our branch in the past year. Many of the current social workers/members have expanded their horizons by accepting other positions elsewhere. We are in the process of continuing with our Northern Branch and are currently updating the group chat. Upon completion of the updates to add new social workers that have filled the vacant positions, we will continue with our monthly conference calls. We thank the current social workers for being patient while we go through this process.

Since being established, we have had productive discussions regarding issues that we face in the north, one of which is limited resources, but having the ability to speak about these issues with one another has helped us to find positive solutions and researching those that require more clarification, less challenging.

2019 was a good year, and we know that 2020 will bring even more successes to our Northern Branch. We thank the SASW Southern and Prince Albert Branch for reaching us and guiding us. We look forward to developing further as a team.

# PRINCE ALBERT BRANCH REPORT

Submitted by: Charlene Cameron, Prince Albert Branch Chair

The Prince Albert Branch remained active and continued to hold monthly meetings throughout 2019.

The branch held a Knowledge and Skills Exchange on April 8, 2019. The event was attended by 50 participants. The morning session featured keynote speaker Erin Beckwell, who presented on the topic of Professional and Personal Resilience: Connecting the Dots Between Trauma, Chronic Stress and Our Physical, Mental and Social Wellbeing. The afternoon breakout sessions included presentations by Karla Ethier, Whitney Fraser and Lorna Gilbert on topics, including art therapy techniques, impact of compassion fatigue in social workers and releasing residual effects of professional social work through hypnosis. Completing the event was an introduction to understanding somatic experiencing by Carrie Lavallie followed by a somatic experiencing panel with Lavalee, Patti Cram, Shauna Eveliegh-Harris and Celeste Boran-Fetch. The event was well received by all.

The Christmas social was another successful event enjoyed by all who attended.

At the branch AGM in October it was decided that due to a decrease in meeting attendance we would move to a quarterly meeting format and hold two social/professional events in 2020. We are hoping that member interest will increase over the next year and that we may be able to move back to a more regular meeting schedule in the future.

# SASKATOON BRANCH

Submitted by: Tammy MacFarlane and Heather Crooks

## 2019-2020 Executive

### Co-chairs:

Tammy MacFarlane  
Heather Crooks

### Treasurer:

Marisa Kermack

### Secretary:

Sandra Nourse (lunch meetings)  
Kristin Wilde (evening meetings)

### Director of Communications:

Jill Bachiu

### Members at Large:

Bill Johnston	Angela Luron
Angie Pollom	Jasmine St. Marie
Gina Lewis	Dixie Kenney
Sheryn Peterson	Kristy Kominetsky

### Mentorship Chair:

Alicia Steiestol (until April 2019)  
Dixie Kenney (current)

### Education Organizer:

Heather Crooks

### Social Justice Chair:

Allison Morgan  
Brandy Bayda

### SASW Provincial Advisory Council Rep:

Tammy MacFarlane  
Heather Crooks

### University of Regina Faculty Rep (Saskatoon Campus):

Carolyn Tran

### BISW Rep (Saskatoon):

Chato Dillon

### BSW Rep (Saskatoon):

Dolapo Onidare  
SWSS President (December 2019);  
Kayla Trotter  
Diana Rodas,  
Co-Presidents (January 2020 to present)

### MSW Rep (Saskatoon):

Markus Beveridge

The Saskatoon Branch remains engaged in the areas of Mentorship, Education, Social Justice, and Member and Community Relations.

From January 1-December 31, 2019: the Saskatoon Branch held a mentorship panel on March 12, 2019 involving four panelists who were registered social workers with employment at the Saskatoon Public Library, Saskatoon Crisis Intervention Service: Mobile Crisis, Cancer Center, and AIDS Saskatoon. A second mentorship panel on Oct 9, 2019 included three registered social workers working at Youth Mental Health, Family Service Saskatoon – Intimate Partner Violence Program, and Royal University Hospital – Medical Social Work. Eleven matches took place between social work students at the U of R – Saskatoon Campus and registered social workers.

Social Justice began the year with their involvement at the Woman's March Saskatoon on January 19, 2019. In the fall, the Social Justice Committee collaborated with the provincial SASW Social Justice Committee on the opioid/meth crisis. A panel was hosted on November 15, 2019 about crystal meth. The panelists were Matt Ingrouille, police officer and drug reform advocate; Erin Beckwell, registered social worker and harm reduction advocate; Keith Bowering, community outreach worker and former meth trafficker; and Marie Agioritis, Moms Stop the Harm member and drug reform advocate. The session was offered to registered social workers and registered student members in person in Saskatoon and through WebEx across the Province of Saskatchewan.

On May 3, 2019 the Saskatoon Branch hosted the Sustaining Health Conference at the Saskatoon Inn. Dr. Michael Lysack was the keynote speaker, who is a full professor in the Faculty of Social Work at the University of Calgary and an adjunct assistant professor in Psychiatry at the University of Calgary. Dr. Lysack allowed for an engaging day focused on climate change, environmental protection, effective public policy, sustainable economies, and social development. Conference participants who were registered social workers, social work students, and allied professionals spent the morning learning from Dr. Lysack and observing a narrative therapy session which included conference participants focused on environmental loss. A panel discussion took place in the afternoon where Belma Podrug, Executive Director of Global Gathering Place; Erin Beckwell, A Knowledge Translation Specialist with the Saskatchewan Health Authority; and Cara Taylor, a Mental Health Educator, discussed the connections between climate change, mental and physical health, the integration of climate trauma in social work practice, and environmentally displaced persons both provincially and internationally. The day completed with conference participants engaging in dialogue around personal next steps as well as thoughts for how the Saskatoon Branch and the provincial SASW can support environmental change. The conference hosted 80 participants.

On March 25, 2019 Erin Beckwell facilitated In a Good Way: Putting the Truth and Reconciliation Calls to Action into Practise during Social Work Week. Cara Taylor facilitated the Cost of Caring on March 28, 2019. The Education Committee offered Trauma Informed Workshops to registered social workers and student members with Erin Beckwell on Friday December 6 from 9:00-12:00 pm and 1:00-4:00 pm.

The Saskatoon Branch also developed a camping style mug with MOTIF, including the new SASW logo; our 72 mugs were sold within a couple weeks. The Saskatoon Branch facilitated presentations around student membership, registration, and the Saskatoon Branch at FNUC as well as Faculty of Social Work Saskatoon Campus.

The Saskatoon Branch is grateful for the many opportunities to engage with our membership and looks forward to 2020.

# SOUTH EAST BRANCH

Our South East (SE) SASW Branch is very active with member engagement. Our branch held seven branch meetings in 2019, with some members joining by phone or telehealth.

To support inclusion in the Weyburn community, the SE SASW Branch sent a letter to the editor of the Weyburn Review in March 2019, in support of the Weyburn Group Home Society building a group home in a new development area of the city. There was some dispute amongst city council and community members opposed to the new development of this group home in a particular area of the city. The group home has since been approved in the new development area, and the future home will be the Weyburn Group Home Society's eighth group home in Weyburn.

Our SE Branch President Natalie Bieberdorf, was selected by CASW for the Distinguished Service Award for 2019!

Our 2019 AGM was well attended, with 21 members in attendance.

In October 2019, our SE SASW Branch submitted a letter to the SASW with regards to social justice concerns and questions regarding CBO's providing mental health services, such as counselling, in rural areas of the province, who may not have qualified and/or regulated staff providing counselling services.

The SE SASW Branch's annual Christmas luncheon was held on December 4, 2019, with 18 members in attendance. Our branch also made a donation of cash and supplies to the local humane society.

The SE SASW Branch is excited to announce that we will be hosting the SASW's Provincial AGM in 2020.

# SWIFT CURRENT BRANCH

**Chair:**

Justine Powell

**Co-Chair:**

Carlee Gusikoski

**Secretary/Treasurer:**

Corliss Shaan

**Program Coordinator:**

Cassidy Wiebe

The Swift Current Branch elected a new executive in June 2019. We are currently in the process of learning our new roles as three out of the four executives are new to holding an executive position.

In September 2019 our branch participated in the local Career Expo. From this event we were able to talk to many high school students about a career in social work and some members also presented to smaller groups on what a career in social work can look like. We plan to attend this Career Expo in the years to follow and are very excited to use our new retractable banner!

In December 2019 the branch held a social and networking opportunity where the group participated in an Escape Room and then enjoyed some appetizers.

We are excited for 2020 and hope to provide an education event and another social networking opportunity. We also plan to take part in a community fundraising opportunity.

## Wayne Cormier



Executive Director  
Swift Current and District  
Early Childhood  
Intervention Program

.....

Read Wayne's story at  
[www.sasw.ca](http://www.sasw.ca)

# SOCIAL WORK CHAMPION

*Social workers keep at the  
forefront of our societal dialogue.  
As a community, we need to make  
a priority for those who are less fortunate  
and marginalized. They need  
a hand up, not a hand out.*



# YELLOWHEAD EAST BRANCH

## Yellowhead Executive

### Chair:

Sophia Thomas

### Vice-Chair Communications:

Leah McNeill

### Vice-Chair of Events:

Ashley Zielinski

### Volunteer Coordinator:

Paula Walker-Speiler

### Treasurer:

Michelle Goulden

### Members at Large:

Bob Buhler,

Barbara Pelletier

Twila Seeley

The Yellowhead East Branch had a great year in 2019. We appreciate our engaged branch members and are thankful that our membership continues to grow. We have made efforts to recognize all registered social workers in our area and to send out our meeting minutes to members on our email list. If you would like to be added to this email list, please send your information to [yellowheadbranch@gmail.com](mailto:yellowheadbranch@gmail.com).

Our Student in Need Fund continued to be a great way to give back to our community and encourage positivity. Yellowhead has financed a wide variety of items such as a bathing suit, gas money, clothing and more. We have discussed expanding this initiative due to its success and the apparent need in the community.

Over the last few years, we have offered professional development opportunities for professionals in our community. In 2019, we hosted a full one-day workshop called, Unpacking Trauma Symptoms and Discharging Trauma Stories, on April 17. The presenter for this event was Dr. Dawn McBride, PhD, RPsych, and she did a fantastic job. We had a great turnout and received very insightful participant feedback.

In recognition of social work month, the Yellowhead Branch went around to various workplaces in our community gifting social workers, human service workers and community partners with coffee and donuts to thank them for all that they do. This was a great success.

In summary, Yellowhead continues to be a strong part of the community. We take the time to volunteer at various events. We work hard to meet our goals each year, which include creating a positive image of our profession and providing professional development opportunities close to home. We meet regularly and now have a team-messaging app that allows us to communicate more efficiently.

**Facebook:** SASW-Yellowhead East Branch

**Instagram:** [saswyellowheadeastbranch](https://www.instagram.com/saswyellowheadeastbranch)

The top half of the page features several overlapping, curved, light green shapes that sweep across the upper left and center, creating a sense of movement and organic form.

# FINANCIAL STATEMENTS

# **Saskatchewan Association of Social Workers**

## **Audited Financial Statements**

**For the Year Ended December 31, 2019**

# Saskatchewan Association of Social Workers

For the Year Ended December 31, 2019

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## **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, 2019, 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, 2019, 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.

**Independent Auditors' Report continued**

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*

**Priority Accounting Services CPA Prof. Corp.**  
Chartered Professional Accountants  
2144 Cornwall Street  
Regina, SK, S4P2K7  
April 07, 2020

# Saskatchewan Association of Social Workers

## Statement of Financial Position

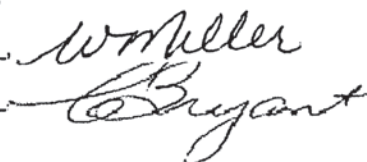
As At December 31, 2019

	2019	2018
<b>Assets</b>		
<b>Current Assets</b>		
Cash	\$ 113,248	\$ 481,689
Accounts receivable, net of allowances (Note 3.)	14,620	19,608
<b>Total Current Assets</b>	<b>127,868</b>	<b>501,297</b>
Investments (Note 4.)	1,352,083	819,890
Property, plant and equipment, net of accumulated amortization (Note 5.)	109,448	115,279
Intangibles, net of accumulated amortization (Note 6.)	17,290	21,613
<b>Total Assets</b>	<b>\$ 1,606,689</b>	<b>\$ 1,458,079</b>
<b>Liabilities and Net Assets</b>		
<b>Current Liabilities</b>		
Accounts payable and accrued liabilities (Note 7.)	\$ 7,277	\$ 16,351
Deferred revenue (Note 8.)	628,466	537,860
<b>Total Current Liabilities</b>	<b>635,743</b>	<b>554,211</b>
<b>Net Assets</b>		
Invested in capital assets	126,737	136,891
Unrestricted net assets	844,209	766,977
<b>Total Net Assets</b>	<b>970,946</b>	<b>903,868</b>
<b>Total Liabilities and Net Assets</b>	<b>\$ 1,606,689</b>	<b>\$ 1,458,079</b>

Approved on Behalf of the Board:

Wanda Miller, President

Carole Bryant, Treasurer



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, 2019

	2019	2018
<b>Revenue</b>		
Ads (Newsletter/Website)	\$ 11,949	\$ 5,750
Conference	6,300	-
Discipline Hearing Penalties	7,600	-
Interest income	14,152	9,399
Membership	649,632	603,524
Other revenue	200	200
<b>Total revenue</b>	<b>689,833</b>	<b>618,873</b>
<b>Operating expenses</b>		
Amortization of intangible assets	4,323	4,323
Amortization of tangible assets	5,831	7,014
Audit and accounting	6,926	7,037
Awards and honorariums	1,033	935
Bad debt expense	13,537	-
Bank and credit card charges	18,493	16,897
Branch payments	6,660	8,168
C.A.S.W Fees	76,342	71,245
Committee expenses	36,636	33,112
Communication/Marketing	12,092	16,195
Conference	6,300	-
Contract	17,105	43,577
Courier	877	799
Employee benefits	32,057	29,698
Insurance	4,167	3,884
Legal fees	97,146	49,827
Memberships	635	1,447
Newsletter	2,945	2,465
Office stationery and supplies	7,218	6,217
Online registration system	12,285	12,285
Other utilities	3,936	4,133
Postage	14,406	11,148
Printing/Copier machine	18,430	13,653
Property taxes	6,679	6,571
Repairs and maintenance	13,158	12,634

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, 2019

	2019	2018
Salaries and wages	187,081	149,146
Special events	2,920	3,281
Telephone and telecommunications	13,474	10,990
Workshop	63	-
<b>Total operating expenses</b>	<b>622,755</b>	<b>526,681</b>
<b>Excess of revenue over expenses</b>	<b>\$ 67,078</b>	<b>\$ 92,192</b>

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, 2019

	Invested in Capital Assets	Unrestricted Funds	2019	2018
Net assets (deficit) - beginning of the year	\$ 136,891	\$ 766,977	\$ 903,868	\$ 811,676
Amortization	(10,154)	10,154	-	-
Purchase (disposal) of capital assets	-	-	-	-
Excess of revenues over expenses	-	67,078	67,078	92,192
<b>Net assets (deficit) - end of the year</b>	<b>\$ 126,737</b>	<b>\$ 844,209</b>	<b>\$ 970,946</b>	<b>\$ 903,868</b>

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, 2019

	2019	2018
<b>CASH FLOWS FROM OPERATING ACTIVITIES:</b>		
Excess of revenues over expenses		
Items not affecting cash:	\$ 67,078	\$ 92,192
Amortization	10,154	11,337
Investments	(532,193)	220,190
Accounts receivable	4,988	3,153
Accounts payable and accrued liabilities	(9,075)	9,981
Deferred revenue	90,606	17,586
<b>TOTAL CASH FLOWS FROM OPERATING ACTIVITIES</b>	<b>(368,442)</b>	<b>354,439</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES:</b>		
<b>CASH FLOWS FROM FINANCING ACTIVITIES:</b>		
<b>OTHER ACTIVITIES:</b>		
<b>Net cash increase (decreases) in cash and cash equivalents</b>	<b>(368,442)</b>	<b>354,439</b>
Cash and cash equivalents at beginning of period	481,690	127,250
<b>Cash and cash equivalents at end of period</b>	<b>\$ 113,248</b>	<b>\$ 481,689</b>

Cash and cash equivalents consist of the following:

Cash	\$ 113,248	\$ 481,689
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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, 2019

### 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, 2019 was \$ 1,352,083 (2018 - \$ 819,890).

#### 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, 2019 was \$ 10,154 (2018 - \$ 11,337).

# Saskatchewan Association of Social Workers

## Notes to the Financial Statements

For the Year Ended December 31, 2019

### 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, 2019

### 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, 2019 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:

	2019	2018
Accounts receivable	\$ 20,700	\$ 33,062
Allowance for doubtful accounts	(12,000)	(18,375)
Accounts receivable from employees	-	1,584
Interest receivable	5,920	3,337
<b>Total</b>	<b>\$ 14,620</b>	<b>\$ 19,608</b>

# Saskatchewan Association of Social Workers

## Notes to the Financial Statements

For the Year Ended December 31, 2019

### 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:

	2019	2018
Allowance, beginning of period	\$ (18,375)	\$ (18,375)
Write-off of uncollectible accounts	18,375	-
Estimated uncollectible accounts	(12,000)	
<b>Allowance, end of period</b>	<b>\$ (12,000)</b>	<b>\$ (18,375)</b>

### 4. Investments

	2019	2018
Investment 325	\$ 60,150	\$ 60,150
Investment 351	-	177,637
Investment 352	-	149,232
Investment 364	128,061	128,061
Investment 367	-	100,000
Investment 370	-	94,810
Investment 371	-	110,000
Investment 374	94,810	-
Investment 376	92,192	-
Investment 380	177,637	-
Investment 381	149,232	-
Investment 383	75,000	-
Investment 384	575,000	-
<b>Total investments</b>	<b>\$ 1,352,082</b>	<b>\$ 819,890</b>

# Saskatchewan Association of Social Workers

## Notes to the Financial Statements

For the Year Ended December 31, 2019

### 5. Property, plant and equipment

Property, plant and equipment consist of the following:

			2019	2018
	Cost	Accumulated Depreciation	Net Book Value	Net Book Value
Land	\$ 20,000	\$ -	\$ 20,000	\$ 20,000
Building	169,559	(86,608)	82,951	86,407
Office equipment	24,503	(23,810)	693	866
Computer equipment	37,434	(33,236)	4,198	5,998
Furniture and fixtures	9,031	(7,425)	1,606	2,008
<b>Total</b>	<b>\$ 260,527</b>	<b>\$ (151,079)</b>	<b>\$ 109,448</b>	<b>\$ 115,279</b>

### 6. Other intangible assets

Other assets consist of the following:

			2019	2018
	Cost	Accumulated amortization	Net Book Value	Net Book Value
Online Registration System	\$ 43,227	\$ (25,937)	\$ 17,290	\$ 21,613
<b>Total</b>	<b>\$ 43,227</b>	<b>\$ (25,937)</b>	<b>\$ 17,290</b>	<b>\$ 21,613</b>

### 7. Accounts payable and accrued expenses

Accounts payable consist of the following:

	2019	2018
Accrued liabilities	\$ 3,885	\$ 3,885
Employee deductions payable	-	6,156
Other tax withholding taxes payable	(225)	-
Trade accounts payable	(114)	6,311
Wages payable	3,731	-
<b>Total</b>	<b>\$ 7,277</b>	<b>\$ 16,352</b>

# Saskatchewan Association of Social Workers

## Notes to the Financial Statements

For the Year Ended December 31, 2019

### 8. Deferred revenue

	2019	2018
Deferred revenue, beginning of period	\$ 537,860	\$ 520,274
Membership fees received during the period	628,466	537,860
Applied against operations	(537,860)	(520,274)
<b>Deferred revenue, end of period</b>	<b>\$ 628,466</b>	<b>\$ 537,860</b>

### 9. Comparative figures

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



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