

Saskatchewan Association  
of  
Social Workers

2010 Annual Report



*Promote the profession*

*Regulate the profession*

*Support for ethical practice*

***Social Workers - Make A Difference***

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### **SASW Council/Committee, Branch Listing - 2010**

<b>Council Members</b>			
<b>President</b>	Carole Bryant, Regina	<b>Members at Large:</b>	Hazel Berg, Melfort Julie Stocki, Prince Albert Jim Mulvale, Regina
<b>Past President</b>	Jim Walls, North Battleford	<b>Pubic Representative:</b>	Doug Stewart, Regina
<b>Treasurer</b>	Leann Keach, Moose Jaw		
<b>Secretary</b>	Dianne Laurtizen, Battleford		
<b>Council Appointments</b>			
<b>Registrar</b>	Bill Tingley, Regina	<b>CASW Board Representative:</b>	Ray Pekrul, Regina
<b>Senate-University of Regina</b>	Grace Jasper, Regina		
<b>Committee/Task Team Chairpersons</b>			
<b>Aboriginal Social Workers Task Team</b>	Hazel Berg, Melfort	<b>Public Relations Committee</b>	Roxane Schury, Saskatoon
<b>Discipline Resource Pool</b>	Terri Woods, Regina	<b>Standards of Practice</b>	Nuelle Novik, Saskatoon
<b>Education Committee</b>	Shelley Whitehead, Regina	<b>Scholarship Task Team</b>	Ruth Ann Thomas, Saskatoon
<b>Health Services Committee</b>	Wanda Miller, Weyburn	<b>Social Justice Committee</b>	Kirk Englot, Regina Judy White, Saskatoon
<b>Mentorship Committee</b>	Angie Pollom, Saskatoon	<b>Volunteer Development Committee</b>	Tom Seeley, Yorkton
<b>Practice Ethics Committee</b>	Donald Halabuza, Regina		
<b>Professional Conduct Committee</b>	Joanne Schenn, Prince Albert		
<b>Branch Representatives</b>			
<b>Battlefords</b>	Dianne Laurtizen	<b>Saskatoon</b>	Angela Luron Tammy MacFarlane
<b>Northeast</b>	Sheryn Peterson	<b>Swift Current</b>	Sandra Fortman
<b>Prince Albert</b>	Murray Wotherspoon	<b>Yellowhead East</b>	Colleen Valuck
<b>Regina Branch</b>	Crystal McKenzie		

## **President's Report**

My first year as president of SASW has been a busy and fulfilling experience. My term commenced at the successful annual general meeting and provincial conference held at the end of April in Regina. Approximately 25 social workers attended a pre-conference luncheon hosted by the Aboriginal Social Work Task Team. Cindy Blackstock spoke on her work with the Human Rights Tribunal and instructed social workers on how "to get in trouble". Good discussion was held on a number of agenda items at the AGM including the fee structure. The members did not agree to modify the structure but agreed to a slight increase in the fees. Notwithstanding the anxiety leading up to the conference regarding number of registrants, the event was a success, thanks in large part to the hard work and determination of Kirk Englot and Debb Fisher who spearheaded a small but determined conference organizing committee. What became apparent in attempting to recruit participants is that budgets for professional development have been cut and social workers need to demonstrate that the content of a conference is of direct relevance to practice. This was factored into the conference format for 2011.

On June 16<sup>th</sup>, Richard Hazel, Noela Crowe Salazar and I presented a SASW submission to the Saskatchewan Child Welfare Review Panel, chaired by Bob Pringle. In addition to providing an overview of SASW, the submission focused on the need for a poverty reduction strategy, for more safe alternatives to child apprehension, and for collaborative working relationships in the delivery of child welfare services. SASW spoke to the need for a national initiative to address child welfare issues. We also encouraged the provincial government to take a stand against systematic racism and commit to full acceptance of "Jordan's Principle". Finally, we highlighted the role of a strong social work profession in the development of a better child welfare system. We argued that if child welfare workers are registered as professionals, this would help ensure best practices, a stronger voice, and professional support along with greater professional pride and identity. Registration will also ensure further protection to the public against members who are incompetent or whose practices constitute misconduct. The submission, which is posted on our website, was well received by the panel and a number of our proposals were broadly reflected in the final report which was released in December.

On August 31<sup>st</sup>, Council met for a one-day planning session at the Wascana Country Club in Regina. In addition to the usual meeting agenda, Council reviewed and updated its obligations under our Action Plan and set a schedule for the development of a new plan. Council then joined the Saskatchewan Registered Nurses Association (SRNA) board at St. Michael's Retreat House in Lumsden for dinner and an informal joint meeting, chaired by David Kline, president of the SRNA. The group received information on the work of the SRNA/SASW Joint Social Justice Coalition, including a draft copy of a presentation brief by Poverty Free Saskatchewan (PFS), a network of individuals and organizations working toward the elimination of poverty. Both SASW and SRNA are founding members of the network. This was the third joint meeting of the two Councils and there was general agreement to continue in collaboration and seek to include other like-minded professional associations. We also began to talk about a joint approach to relevant provincial ministries. All of this can only make our profession and our voice stronger.

The launch of the Poverty Free Saskatchewan report entitled *Let's Do Something about Poverty* on October 18<sup>th</sup> was an excellent springboard for a meeting the following day with the Honourable June Draude, Minister of Social Services. In addition to providing an overview of the history, role and responsibilities of SASW, our meeting also served to highlight the need for all to work collaboratively in addressing issues, including the more than 140,000 people who are living in poverty in this province. The Minister expressed her interest in continuing to work with the association. As well, in response to an invitation to provide input into a comprehensive policy review, the association met later in the year with opposition MLAs, David Forbes and Cam Broten.

I had the pleasure of attending the Association of Social Work Boards (ASWB) annual meeting of the delegate assembly on November 11th to November 13<sup>th</sup> in New Orleans, LA. In addition to electing a new president, delegates were brought up-to-date on the ASWB finances, proposed changes to the *Model Social Work Practice Act*, acceptable psychometric properties of examinations, and how ASWB might connect with the world beyond North America. As representatives from most of the provincial associations were in attendance, the meeting also provided an opportunity for some discussions and caucusing on the future role of the national social work association in Canada.

In closing, I would like to extend my appreciation to Council, members of the Advisory Board, and the countless volunteers who give of their time and energy to ensure a successful professional association. A special thanks to Richard Hazel and Debb Fisher who keep the rest of us focused and on track. I look forward to the challenges and opportunities in the year ahead.

***Respectfully submitted: Carole Bryant, MSW, RSW (SK), MBA, CMA***

## **Executive Director's Report**

As in my report last year, I want to again begin with a strong acknowledgement of the dedication and thoughtfulness of the Association's volunteers and staff. It is a positive thing for me to work in support of the members who so selflessly volunteer their time in our committees, branches and at the Council table. Thanks to everyone who has participated in making the Association what it is. Particular thanks to Ray Pekrul, our CASW Board Representative who has put in significant time and effort with our national association as it has managed its way through a very difficult year. Many thanks also to my colleagues in the office, Debb Fisher, our Office Administrator and Bill Tingley, our Registrar. Debb and Bill always bring creativity and energy to any issue that arises for us administratively, and it is a pleasure to work with them.

As Carole noted in her report, she is already half way through her term as President. The time has moved along quickly and productively. I have appreciated her easy-going administrative style and her incisive problem-solving approach. Her background and experience continue to serve the Association extremely well.

The Newsletter Committee for 2010 included Ailsa Watkinson, Eileen Zarowny, Ruth Mireau, Rick Yachiw, Debb Fisher and myself. Most of the group has been together for a while and it sometimes seems like the next edition comes together as if by magic. The publication schedule continues as before - February, June and November. At the June and October meetings of Advisory Board there was consideration of moving to an electronic version of the newsletter once each year and it was concluded that the existing approach still works best for us in several ways and is worth the expense involved. The committee thanks all of those who made contributions throughout the year.

Carole mentioned that Council had reviewed last August the progress made with the Action Plan established in 2007. It has a four year scope to it, so it still runs through the middle of 2011. Thereafter, Council will further discuss how best to revisit key strategic issues for the Association. The plan is posted on our website and it is up-dated every six to eight months. The objectives that were identified in the 2007 strategic planning workshop are arranged under our four purposes and a fifth grouping called "Governance and Administration". At this point, most of the objectives have been met. With the approval of Council, some have been adjusted by the committees given responsibility for them and a couple have been held by Council for further study. Overall, the Action Plan has provided focus, tracking, progress and accountability for the Association on a whole set of developments.

Carole also mentioned our ongoing collaboration with the SRNA on poverty-related issues and the decision reached with them to attempt to widen the circle of professional organizations. The invitation to meet and discuss how best to collaborate was sent from SASW and SRNA late in the year to the College of Physicians and Surgeons, the College of Psychologists, the Teachers Federation and the Registered Psychiatric Nurses. By year end, all but the Psychiatric Nurses Association had quickly responded in the affirmative.

Our ongoing work on becoming compliant with the labour mobility provisions of the Agreement on Internal Trade was taken further by the omnibus provincial legislation that established mobility rights for those already registered in one jurisdiction regardless of credentials. The amendments to all Saskatchewan professional legislation became law part way through the year. The reduced reliance on credentials has raised the profile and significance of competencies as the measure that may be used to assess incoming applicants for registration. Fortunately, there is a federally funded project already underway that has the goal of developing a set of entry-to-practice competencies for our profession. It is being managed by the new Canadian Council of Social Work Regulators (CCSWR). Jim Walls and I are appointed as the Saskatchewan representatives to the CCSWR Board, and Jim

holds the role of 'member-at-large' on the Board Executive. There will be significant information to report for 2011 on the progress of the competencies project.

The Association of Social Work Boards (ASWB) is the social work regulation organization to which all Canadian social work regulators and almost all in the U.S. belong. Our participation continues to be helpful to us in many ways as we continue to work on the central purpose of public protection that we share with all professional regulators. One key benefit is that those newly elected to their Boards or Councils may attend, at no cost, one of the training sessions for new board members offered by ASWB. As noted last year I've served on the ASWB Regulation and Standards Committee and had agreed to be its chair for 2010. The experience was productive in that the proposals made about several administrative items were approved by the Board and changes proposed to the regulations that are a part of the ASWB Model Act were approved at the Annual General Meeting in November.

In past years there has been updating on periodic developments on our efforts to seek the restoration to social work of the ability to exercise diagnostic privilege. Sometimes there has been very little to say, and the task team that had been active on this subject ceased operation a few years ago, leaving to Council the responsibility to press on. In 2010, some of the elements of the puzzle aligned and what follows both summarizes the history from our point of view and addresses the progress that was seen in the past year.

### **Restoring Diagnostic Privilege to Social Work**

There is now a lengthy history to the continued request by SASW to amend professional legislation so that diagnostic privilege would be restored to the profession of social work. The *Psychologists Act 1997* that was proclaimed on March 1, 2002 included at section 23 provisions that restrict the communication of a diagnosis to "duly qualified medical practitioners" and those registered members of the College of Psychologists (the College) who are "authorized by council pursuant to his or her license or the bylaws to perform that authorized practice". When these provisions came into force, what became prohibited was the determining of "five-axis diagnoses" by social workers and the communication of such diagnostic conclusions. Those clinical social workers who routinely used these diagnoses in their practice could no longer legally do so.

Service delivery challenges created by the need to comply with the new law were resolved by working around them in various ways while the Saskatchewan Association of Social Workers (SASW) began to explore how to address what had occurred. SASW initially requested an exemption from the application of section 23 of the *Psychologists Act 1997*, but that was not or could not be approved. It appears there was significant confusion before and just after the date of proclamation in 2002 about how section 23 applied. Once the implications were understood, the need for a memorandum of understanding between the College and SASW was determined. There has now been a series of these, renewed every two years, and they manage the issue of any complaints that may arise about social workers reaching and communicating diagnoses. Under the MOU, any complaints coming to the attention of the College are to be referred to SASW for its attention.

The College has more recently indicated that it sees the MOU as an interim solution to the real problem of regulating the diagnostic competency of social workers. Further, a letter dated November 28, 2007 from the College stated, "The MOU does not adequately protect the public from social workers that diagnose without the competencies to do so and we feel that under the current situation the SASW cannot regulate these practices. The public would be much better served by the SASW having the ability to deal directly with the licensing and regulating of social workers who are competent to communicate a diagnosis."

For a period ending in September, 2007, SASW and the College engaged in consultation and analysis around options for reaching a joint understanding and position on this matter. The conclusion was a meeting on September 21, 2007 when both parties met with representatives of the governing Ministries of Health (for the College), and Social Services (for SASW). Presented at that meeting was the jointly held conclusion between the two regulators that means should be found to address the issue that had been created for social work. Representatives of the two government Ministries were asked to take the information presented and propose a plan to move toward solution.

During this period, SASW clarified that it would have every interest in being fully accountable for its members who might be authorized to communicate diagnoses. Fundamentally, as with any other profession, it is expected always that social workers conduct themselves within their scopes of practice and competence. SASW further indicated it would set the minimum credential requirement at the MSW level and would consider options for other requirements like a specified number of years of experience and an examination.

It has also been identified by SASW that should diagnostic privilege be restored, the social workers who may then become authorized would be a relatively small proportion of the membership and would be found within the groups of clinical social workers employed in the Health Regions, government agencies and select non-government organizations.

One proposal was sent from Health to the College for review in 2008 and it was sent back because it was too widely crafted and would have opened things up so that other professions would be able to see themselves included in the widened scope proposed. The College and SASW again approached the two Ministries in later 2009 to refresh the discussion by meeting again as had been done in September, 2007. This meeting was held July 20, 2010 and there now appears to be a clear and shared intent to move ahead with a problem-solving approach.

As this was being written in early January, the College and SASW were awaiting the call of Ministry staff to reconvene to consider their proposed resolution.

***Respectfully submitted: Richard Hazel, MSW, RSW (SK)***

## **CASW Representative Report**

Since this report is being drafted at the end of January, it will include activities and events for 2010. However given that CASW is in a crisis, it is anticipated that there will be many crucial decisions and events prior to the SASW annual general meeting and the CASW Annual General Meeting in Fredericton in early June, 2011.

There have been several board teleconferences and two face to face meetings during 2010. The CASW Annual General Meeting was held in Montreal in June, just prior to the annual Humanities and Social Sciences Conference and the annual Canadian Association of Social Work Educators Conference. The CASW board met with presidents and executive directors in a two day meeting to review the recommendations from the Agora Report. The Agora consultants had evaluated the organizational structure and operations of CASW on a shared commission from CASW and member organizations. Since not all 46 recommendations could be reviewed at the meeting, a sub-committee was struck which met weekly over the summer via teleconferences to draw up a report for the October 8<sup>th</sup>/October 9<sup>th</sup> CASW Board Meeting in Ottawa. Some of the highlights of the Montreal meeting were that the Alberta College of Social Workers proposed paying a much lower fee for the rest of 2010 after they served notice at the end of September, 2010 they would be withdrawing membership; and the Ontario Association of Social Workers were questioning value for money in their membership in CASW. The Agora Report had not clearly dealt with these contingencies. According to the contract, the Alberta College could not withdraw membership in the middle of the term which ends March 31, 2011 and so will continue paying the full amount until then. At the end of October 2010, the Ontario Association of Social Workers served a six month notice that their membership will be suspended as of March 31, 2011 for one year. Suspensions cannot be granted according to the bylaws, so in effect they are terminating membership on March 31, 2011 and any renewal is dependent on board approval. While the two largest member organizations in CASW have given notice of withdrawing their membership, it was hoped a new fee formula would be accepted by Alberta and Ontario. At the January 19, 2011 teleconference a new fee formula was passed by the majority of the member organizations' presidents and CASW board members, with both Alberta and Ontario rejecting the fee formula. Darlene MacDonald, president of CASW has sent a letter asking them to indicate their intentions for membership by February 6, 2011.

At the October 8<sup>th</sup>/October 9<sup>th</sup> board meeting, the CASW board adopted the recommendations from the Organizational Review Action Plan Sub-committee based on the Agora Report and the input from the Montreal meeting. A new vision statement was adopted, "CASW promotes the profession of social work in Canada and advances social justice". CASW adopted a policy governance model and will begin the process of revising operational policies and board processes to that end. Given the executive director had advised of her retirement an Executive Director Search Committee was struck. A new fee formula was proposed by the Board for distribution to member organizations. Instructions to develop a new website were given to the staff of CASW. CASW will explore opportunities for sharing facilities or administrative support resources with the Canadian Association of Social Work Educators and Canadian Association of Social Work Regulators and Association of Educators in Social Service and Social Work Diploma Programs in Canada.

CASW continues its advocacy for social justice by lobbying for input into the federal Finance Committee's deliberations in formulating the next budget; by a number of news releases issued, the most recent calling on all federal party leaders to advance policies of poverty reduction in their next election platforms; and requesting registered social workers be included within the category of medical practitioners to have their services be refundable under the medical expense tax credit (METC) congruent with the GST/Harmonized sales tax exemption that applies to services provided by a social worker to assist a person in coping with a physical, emotional, behavioural or mental

disorder. CASW had three board members at the Mental Health Table Forum in Ottawa in early October advancing improved, accessible mental health services across Canada.

The current instability for CASW has demonstrated the strong commitment from the remaining eight member organizations to maintain their membership and continue a national voice for social work in Canada. There will be budget, operational reductions and reformatting which will need to occur in order for CASW to remain viable, however board members at the October 8<sup>th</sup> and October 9<sup>th</sup> meeting felt up to the challenge of doing well in rough times. Perhaps this willingness arises from working with individuals and families in 'rough times' and in systems with a shortage of resources.

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

## Registrar's Report

As usual, there is plenty of food for thought in our year end membership statistics. The following table provides a break-down of membership by category of registration from 1998 to 2010. 1998 having been the beginning of a 12 year period of uninterrupted SASW growth.

Year	Associate Members	Full Time Members	Part Time Members	Non Practicing Members	Student Members	Total Members
1998	1	608	127	69	44	849
1999	1	658	126	90	44	919
2000	4	660	138	83	58	943
2001	3	682	155	87	48	975
2002	3	736	135	105	68	1,047
2003	4	767	124	109	73	1,077
2004	3	781	132	108	79	1,103
2005	2	797	129	140	93	1,161
2006	2	828	154	138	103	1,225
2007	3	856	151	159	91	1,260
2008	3	895	146	155	86	1,285
2009	2	946	152	157	72	1,329
2010	2	1,024	149	149	102	1,426

Points of interest reflected in the table include:

- By year-end 2010, SASW membership increased 6.81% from 2009. It is satisfying that of this overall increase of 97 members, 78 are in the full-time practicing category.

- SASW has over time made available to social work students a number of privileges aimed at encouraging progression into registration as registered social workers upon convocating with their social work degree. Those enrolled in an accredited social work program, resident in Saskatchewan, may, and do, register (at low cost) for SASW Student Membership and thereby gain privileges such as participation in SASW committee work, and attendance with voting rights at annual general meetings and special meetings. Although the purpose is not just recruitment for recruitment's sake, but rather a practical means of introducing potential social work practitioners to the professional association, it is of course of interest to assess whether extension of special privileges, as referenced above, actually results over the long run in additional membership. Truth is, it is not possible to prove the case, owing to the presence of a number of intervening variables. As an example, it is not known what portion of members would have come to join our Association whether or not the Student Membership option existed. Also, some who registered for Student Membership, but following convocation did not progress directly into SASW registration, may do so later, perhaps in part due to the influence of the earlier Student Membership experience. However the following is what can be stated, providing a picture of sorts:

Of the 72 social work students registered with SASW at the end of 2009, 31 who had graduated applied and were approved for a first year free of charge upgrade to 2010 practicing membership. Of the 31 who upgraded, 25 applied, and were approved for 2011 with the registration fee paid fully by the individual, or in some cases, by the employer. While the aforementioned intervening variables prevent absolute statements, it is reasonable to assume that some portion of the 25 student members who upgraded for 2010 are now registered social workers in 2011, who otherwise would not be, by virtue of having progressed along a three year sequence from (1) student membership in 2009, (2) free of charge upgrade to practicing membership in 2010, and, (3) self or employer paid renewal of registration for 2011. There is also a possibility that any or all of the six who have not yet renewed may yet do so.

Apart from the above, a number of matters occurring in the Registrar's sphere of activities during 2010 could be reported, but one in particular stands out.

We are all aware that our Saskatchewan Association of Social Workers is a self regulating profession. There has been plenty of evidence this past year to substantiate that regulation of a profession is time consuming and demanding of resources. I noted in my contribution to last year's Annual Report that two appeals of decisions made by the Registrar had been directed to Council. It was not until the end of September 2010 that processes put in motion by the two appeals, one initiated as early as April, 2009, worked through to what appears to be a conclusion.

One of the appeals was that of a member who challenged a decision of the Registrar declining application for renewal of registration. It was also necessary that the Registrar file a complaint of unprofessional conduct with regard to the individual in question. In the second matter an appeal was launched as a result of the Registrar's decision to decline an application for registration, and further to this, the applicant countered with a complaint of unprofessional conduct against the Registrar. When all was said and done the decisions of the Registrar were upheld.

The point to be made though is that in just these two cases alone an astonishing amount of work has been expended, without exaggeration in the hundreds of hours when the involvement of all parties is taken into account, including the Professional Conduct Committee, the Discipline Committee, and particularly Council, the SASW office administration, our legal advisors, and myself. Nevertheless, as demanding of time and expense as appeal challenges have proven to be, this is what regulatory work within a self regulating professional association is all about.

All in all it has been a wonderful year. It is a great pleasure working with everyone I rub shoulders with on a daily basis, as well as the various committees, volunteers and all who make up this Association. Although the role of Registrar occasionally requires that I get in people's hair a bit, serving this Association and its membership is deeply satisfying and rewarding.

***Respectfully submitted: Bill Tingley, MSW, RSW (SK)***

Auditor's Report

**NIGEL A. CROOK**  
**CHARTERED ACCOUNTANT**

*124-2001 Cornwall Street • Regina, Saskatchewan • S4P 3X9*  
*Phone (306) 352-3920 Fax 352-3931*

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**To the Members of Saskatchewan Association of Social Workers**

I have audited the statement of financial position of Saskatchewan Association of Social Workers as at December 31, 2010 and the statements of operations and unrestricted net assets and changes in financial position for the year then ended. These financial statements are the responsibility of the organization's management. My responsibility is to express an opinion on these financial statements based on my audit.

Except as explained in the following paragraph, I conducted my audit in accordance with Canadian generally accepted auditing standards. Those standards require that I plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In common with many membership organizations, the Association derives revenue from members and activities the completeness of which is not susceptible to satisfactory audit verification. Accordingly, my verification of these revenues was limited to the amounts recorded in the records of the Association and I was not able to determine whether any adjustments might be necessary to revenues, excess of revenues over expenses, assets and net assets balance.

In my opinion, except for the effect of adjustments, if any, which I might have determined to be necessary had I been able to satisfy myself concerning the completeness of the revenues referred to in the preceding paragraph, these financial statements present fairly, in all material respects, the financial position of the organization as at December 31, 2010 and the results of its operations for the year then ended in accordance with Canadian generally accepted accounting principles.

Nigel Crook

Nigel Crook FCA  
February 14, 2011

**SASKATCHEWAN ASSOCIATION OF SOCIAL WORKERS**  
**STATEMENT OF FINANCIAL POSITION**  
**DECEMBER 31, 2010**

	<b>2010</b>	<b>2009</b>
<b>CURRENT ASSETS</b>		
Bank accounts	\$ 20,179	\$ 45,185
Short-term deposits 319,992	– representing deferred revenue liability	<b>378,806</b>
– other	<u>159,536</u>	<u>137,411</u>
	<b>558,521</b>	502,588
Accounts receivable	8,512	3,409
Prepaid expenses	<u>500</u>	<u>500</u>
	<b>567,533</b>	506,497
<b>CAPITAL ASSETS - Note 3</b>	<u>147,798</u>	<u>155,890</u>
	<b>\$ 715,331</b>	<b>\$ 662,387</b>
<b>CURRENT LIABILITIES</b>		
Accounts payable	\$ 4,069	\$ 3,067
Deferred revenue - Note 2	<u>340,460</u>	<u>319,992</u>
	<b>344,529</b>	323,059
<b>NET ASSETS</b>		
Net assets invested in capital assets - Note 5	147,798	155,890
Unrestricted net assets	<u>223,004</u>	<u>183,437</u>
	<b>370,802</b>	339,327
	<b>\$ 715,331</b>	<b>\$ 662,387</b>

**SASKATCHEWAN ASSOCIATION OF SOCIAL WORKERS**

**STATEMENT OF OPERATIONS  
AND UNRESTRICTED NET ASSETS**

**FOR THE YEAR ENDED DECEMBER 31, 2010**

<b>2009</b>	<b>2010</b>	<b>2010</b>	
	<b>Actual</b>	<b>Budget</b>	
<b>Actual</b>			
<b>REVENUE</b>			
Membership Fees	\$ 374,629	\$353,920	\$ 343,495
Conference	15,795	26,000	14,120
Interest	878	1,700	1,765
Workshops	-	100	-
Newsletter, Website	4,050	2,610	2,600
Mailing fees	4,200	1,500	1,500
Penalties	5,000	-	-
Other fees and revenue	-	50	1,000
	<u>404,552</u>	<u>385,880</u>	<u>364,480</u>
<b>EXPENDITURES</b>			
Audit and accounting	1,595	1,700	1,512
Awards, honoraria	343	250	689
Bank charges	721	1,300	1,414
Branch payments	3,290	3,290	3,450
CASW fees	53,121	52,296	48,890
Committee: travel, accommodation, meals	23,136	27,700	26,756
training and planning	1,897	3,050	-
Conference - provincial	12,272	26,000	11,301
Contract	23,873	28,019	23,298
Courier	520	700	646
Copier	580	1,200	1,175
Depreciation	8,092	7,000	7,438
Insurance	3,779	3,800	3,716
Legal	27,015	15,000	27,054
Memberships	589	100	632
Newsletter	8,346	9,000	8,164
Office supplies/equipment	3,172	4,300	3,252
Postage	9,671	10,000	7,797
Printing	6,877	8,100	8,010
Property taxes	4,181	4,500	4,343
Special events	3,931	5,000	251
Repairs and maintenance	9,685	5,200	14,609
Salaries and benefits	159,917	155,362	143,243
Staff training and memberships	1,028	1,978	619
Telephone	8,275	9,000	8,473
Utilities	2,821	3,200	3,119
Workshop	-	1,700	1,618
	<u>373,076</u>	<u>388,745</u>	<u>361,469</u>

<b>EXCESS REVENUES OVER EXPENDITURES</b>	<b>31,476</b>	<b><u>(2,865)</u></b>	<b>3,011</b>
<b>UNRESTRICTED NET ASSETS, BEGINNING OF YEAR</b>	<b><u>339,327</u></b>		<b><u>336,316</u></b>
<b>UNRESTRICTED NET ASSETS, END OF YEAR</b>		<b><u>\$ 370,803</u></b>	<b><u>\$ 339,316</u></b>

**SASKATCHEWAN ASSOCIATION OF SOCIAL WORKERS  
STATEMENT OF CHANGES IN FINANCIAL POSITION  
FOR THE YEAR ENDED DECEMBER 31, 2010**

	2010	2009
<b>OPERATIONS</b>		
Excess of revenue over expenditures	\$ 31,476	\$ 3,011
Items not requiring the use of cash:		
Depreciation not affecting cash	<u>8,092</u>	<u>7,438</u>
	<b>39,568</b>	10,449
Changes in non-cash working capital items		
Accounts receivable	(5,103)	(75)
Accounts payable	1,001	(1,639)
Deferred revenue	<u>20,468</u>	<u>31,082</u>
	<u><b>55,934</b></u>	<u>39,817</u>
<b>INVESTING</b>		
Acquisition of capital assets	<u>( - )</u>	<u>(9,894)</u>
<b>FINANCING</b>		
Repayment of long term debt	<u>-</u>	<u>-</u>
<b>INCREASE (DECREASE) IN CASH</b>	<b>55,934</b>	29,923
<b>UNRESTRICTED CASH, BEGINNING OF YEAR</b>	<u><b>502,588</b></u>	<u>472,665</u>
<b>UNRESTRICTED CASH, END OF YEAR</b>	<u><b>\$ 558,521</b></u>	<u>\$ 502,588</u>

# SASKATCHEWAN ASSOCIATION OF SOCIAL WORKERS

## NOTES TO FINANCIAL STATEMENTS

YEAR ENDED DECEMBER 31, 2010

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### 1. NATURE OF OPERATIONS

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

### 2. ACCOUNTING POLICIES

The financial statements have been prepared in accordance with Canadian generally accepted accounting principles for non profit organizations which required management to make estimates and assumptions that affect the reported amount 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 period. These estimates are reviewed periodically, and as adjustments become necessary, they are reported in revenues or expenses in the period in which they become known. The financial statements reflect the following significant accounting policies:

#### *Financial Instruments – recognition and measurement:*

All financial assets and financial liabilities are measured at fair value on initial recognition. Measurement in subsequent periods depends on whether the financial instrument has been classified as held for trading, loans and receivables, held to maturity, available for sale or other financial liabilities.

The Organization did not have any unrealized gains or losses on available for sale unrestricted net assets during the period.

#### *Accounts receivable:*

Accounts and grants receivable are classified as held for trading and are recorded at fair market value. The fair market value is equal to its carrying value given the short term nature of the amounts.

#### *Investments:*

Investments classified as held to maturity are those which the Organization has the intent and ability to hold until maturity. The investments are recorded at amortized cost using the effective interest rate method. Where there has been a decline in value which is not temporary, these investments are valued at net realizable value. Interest is payable annually.

#### *Fixed Assets:*

Fixed assets are stated at cost and are depreciated on the diminishing balance basis at the rates indicated ( $\frac{1}{2}$  in year of purchase).

*Revenue recognition:*

Membership revenue is allocated to the year it relates to. All other revenue is recorded in the fiscal period it is received. Membership revenue received relating to the next fiscal period is shown as deferred revenue.

**SASKATCHEWAN ASSOCIATION OF SOCIAL WORKERS  
NOTES TO FINANCIAL STATEMENTS  
YEAR ENDED DECEMBER 31, 2010**

**3. CAPITAL ASSETS**

	<u>Rates</u>	<u>Cost</u>	<u>Accumulated depreciation</u>	<u>Net book value</u>	
				<u>2010</u>	<u>2009</u>
Land	--	\$ 20,000	\$ -	\$ 20,000	\$ 20,000
Building	4%	169,559	49,613	119,945	124,943
Office equipment	20%	22,781	21,490	1,291	1,614
Computer equipment	30%	26,366	20,032	6,334	9,048
Furniture and fixtures	20%	<u>5,916</u>	<u>5,689</u>	<u>228</u>	<u>284</u>
		<u>\$ 244,623</u>	<u>\$ 96,824</u>	<u>\$ 147,798</u>	<u>\$ 155,890</u>

**4. COMPARATIVE FIGURES**

Certain of the comparative figures have been restated to conform to current year's presentation. The budget information as provided by management of the Association is included solely for informational purposes.

**5. NET ASSETS INVESTED IN CAPITAL ASSETS**

Net assets invested in capital assets consists of:

	<u>2010</u>	<u>2009</u>
Capital Assets (net)	<u>\$ 147,798</u>	<u>\$ 155,890</u>

## **Aboriginal Social Workers Task Team**

### **Committee Purpose**

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

### **Committee Members**

***Chairperson: Hazel Berg***

***Shawna Gray, Louise Fraser, Elaine Lavallee, Florence Saskatchewan  
Carole Bryant, President and Richard Hazel, Executive Director (ex-officio)***

Meetings are held by teleconference due to the location of task team members. We strive to have one face to face meeting per year. We are also planning to communicate more often by e-mail as one of our suggested tasks is to circulate information that we feel will be of interest to our specific group.

In April, a reception/meeting was held with Cindy Blackstock, Executive Director of the First Nation's Child and Family Caring Society of Canada, with our Task Team, SASW Council and invited First Nations agencies on the afternoon prior to the SASW Annual General Meeting. This meeting brought deeper awareness to the vast amounts of work needed to deal with the issues related to social work where aboriginal people and children are concerned.

Currently the Aboriginal Social Workers Task Team is working on an article to address the recent criticism directed at social workers regarding the "60's scoop" alleging that this was a result of social workers deciding children should be apprehended. This is a very simplified descriptor of the issue we wish to write about, however, there needs to be knowledge given to the general public that the current situation of an over representation of First Nations and Metis children in child welfare systems both off reserve and on reserve is far more complex than the sweeping statements made in the press at times.

We are seeing more interest in the Aboriginal Social Worker's Task Team from our membership and we are slowly adding to our core group of social workers willing to participate with us. We will strive to focus on finding an event or celebration to move further with our tasks of awareness and to mobilize our First Nations membership and to encourage non-member workers to become SASW members. Together, we will have a strong voice and with increased numbers. We will have the energy and vision to be able to make change for the benefit of all our relatives.

***Respectfully submitted: Hazel Berg, BSW, RSW (SK)***

**Discipline Resource Pool**

**Committee Purpose:**

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

**Committee Members:**

***Chairperson: Terri Woods***

***Lynn Duncanson, Sandra Fortman, Gayle Fulton, Harriet Greenhow, Kerry La Pointe  
Katherine Potts, David Rivers, Charlene Cameron, Victoria Walton,  
Karen Wasylenka, Debra Wiszniak  
Doug Stewart (public representative)***

Three new members joined the Discipline Resource Pool early in 2010.

The Discipline Resource Pool does not meet on a regular basis. A Discipline Committee is appointed by Council when a disciplinary hearing is required. All decisions of the Discipline Committee are posted on the SASW website.

During 2010, there was one Discipline Hearing which was held on December 17th. In this case, the committee determined that the member was guilty of professional misconduct. By direction of the Discipline Committee, a synopsis of this Decision will be published in the June 2011 edition of *The Saskatchewan Social Worker*.

***Respectfully submitted: Terri Woods, MSW, RSW (SK)***

## **Education Committee Report**

### **Committee Purpose**

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

### **Committee Members**

***Chairperson: Shelley Whitehead***

***Karen Wasylenka, Grace Jasper, Susan Luedtke, Amber Barlow, Kristie Kennedy  
Margi Hollingshead, Richard Hazel (ex-officio)***

The Education Committee is focusing primarily on ensuring continuing education opportunities for members; working with the Faculty of Social Work, University of Regina, through participation on various committees; and reviewing policy regarding continuing education requirements.

Across the province, the ethics training seminar has now been delivered to approximately 420 SASW members and almost 200 non-members. However, many members have not yet taken the training; therefore, the trainers are working with branches to make it available across the province over the upcoming year. Susan Luedtke is the Coordinator of the ethics trainers who facilitates ongoing communication with the Education Committee about this project.

I sit on the Undergraduate Studies Committee of the University of Regina's Faculty of Social Work. Grace Jasper maintains her appointment to the University of Regina Senate until the end of June 2011. Karen Wasylenka is the SASW representative to the Faculty/Student Council meetings and Amber Barlow is the representative on the MSW Committee. The Education Committee's representative from the Faculty of Social Work is Margi Hollingshead, and a SASW Student Member, Kristie Kennedy.

The Education Committee has been doing some research to identify opportunities and promote continuing education of members across the province. Increasingly, significant practice-oriented opportunities are available via web-based delivery. There is interest in working with branches to ensure members are aware of these opportunities, and other face-to-face training which may be available.

I would like to thank all members who shared their time and expertise by serving on the Education Committee this past year. Thank you also to Richard Hazel and Debb Fisher for your continuing support.

***Submitted by: Shelley Whitehead, BA, BSW, MSW, RSW (SK)***

## **Health Services Committee Report**

### **Committee Purpose**

*The purpose of the Health Services Committee is to support the vital role social work currently plays in our health care system and to ensure its inclusion as health care services evolve. The committee acknowledges our unique abilities as a health care profession in collaboration, facilitation, case management, and advocacy as well as in education, counselling and navigation within the health care system. This committee advocates for our profession in health as we address one of the core functions of our profession; "helping communities and groups provide and improve social and health services".*

### **Committee Members**

**Co-chairs: Wanda Miller/Lorraine Marquis**

**Leann Keach, Elliot Paus-Jenssen, Jennifer Suchorab, Stacey Fogal, Richard Hazel (ex-officio)**

The Health Services Committee has faced some major changes to our committee in 2010 as well as forward progress. Our committee continues to meet on a regular basis and enjoyed not only our teleconference connection but a long-awaited face-to-face meeting for a day of planning.

Highlights for 2010 include:

- Welcome to new members who enhance the work of our committee – Jennifer Suchorab and Stacey Fogal and a farewell to long time members – Stacey Keach, Tracy Muggli and Nicole Wright. Your hard work and dedication on this committee will be long remembered as it brought so much to the work we have been able to accomplish. Good luck in your new endeavors.
- Changes to our committee structure that included establishing a co-chair arrangement, terms for the chairs with succession planning built into the structure.
- Renewed vision for the committee - "Social workers are involved as a necessary component of Inter-disciplinary Health Care Teams."
- Committee Aims that will assist in reaching the vision and mission that include Mentoring – Student to Practice; Mentoring – Student Education; and Publicity. An over-arching aim is to consult with membership in all the work we do to ensure we as the representatives of the committee take into consideration membership expertise and experience.
- Co – leads from the committee are identified for each aim and are in the process of developing their work plan that will move the agenda forward. Watch for opportunities to become involved in the work of this committee as we consult with the membership.

We look forward to another year, with the changes to our committee structure and a renewed plan for action we are encouraged to see where the committee will be in 2011.

***Respectfully submitted: Wanda Miller MSW, RSW (Sask.)***

## **Mentorship Committee**

### **Committee Purpose**

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

### **Committee Members**

***Chairperson: Angie Pollom***

***Faith Nash, Judy Jones, Chelsey Beres, Darlene Bohach***

The Regina Mentorship Program has seen much success this year guided by Darlene Bohach. As of November, 2010 Regina had 17 registered mentors and 17 students. Thirteen (13) of the students/mentors have been paired, however as the Mentorship Program aims to match students with mentors in a field of interest, there is some additional recruiting for mentors that needs to be done in specific fields such as medical social work. A special thank you to Tara Bilash who designed and assisted Darlene Bohach in developing the mentorship handout. This handout was provided to the social work professors who read it to the students the first night of classes. Tara also presented to some classes on behalf of the SASW and Mentorship Program.

The Saskatoon Mentorship Program saw a strong interest from mentors this year but the response from students was unusually slow. A Mentorship mixer/information session was held October 27. Thanks to the ethics professor, who let us borrow about 30 minutes of her class time, so we could have a chance to discuss the benefits of the mentorship program, speak to some apprehension around time commitment and get students signed up. The applications have been rolling in since then and currently the Saskatoon committee has kicked off with 11 matches.

### **Provincially:**

Historically it has been more difficult to build and maintain an active mentorship program in areas where there is not a constant student population. The Mentorship Committee at a provincial level has been considering work mentorship for new graduates in smaller centres and rural areas. There is a mentorship contact for all branches across the province so the interest and energy is there. A meeting of all these representatives is anticipated in 2011 so ideas can begin to be conceptualized.

We can all contribute as a mentor if we can share our areas of experience and knowledge with others! SASW branches are always looking for social workers from a range of practise areas including: medical social work, mental health, child welfare, research and social policy, education, addictions, community development, private practise, corrections, advocacy, social justice and so on. If you are interested in participating, please contact me through the SASW Office.

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

## **Practice Ethics Committee Report**

### **Committee Purpose**

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

### **Committee Members**

***Chairperson: Donalda Halabuza***

***Andrew Field, Morgan Klassen, Peggy Cunningham, Arlene Tangjerd,  
Anne Penniston Gray, Kim Lees, Deborah Bryson-Sarauer***

In 2010, the Practice Ethics Committee provided 18 consultations to social workers regarding a multiplicity of issues including confidentiality, boundaries, dual relationships, organizational problems, supervision, and dealing with management in work places. We have strived to provide a response in a timely fashion within a two week time-frame. When consultations are received all identifying information is taken out so that confidentiality is maintained.

This committee works independent from the Discipline and/or Professional Conduct Committees with confidentiality being assured. We provide suggestions and options in all consultations that are not binding and are based on reviewing the CASW Code of Ethics, Guidelines and SASW standards of practice. Consultations occur via e-mail. This committee meets on alternate months to review consultations that were received and discuss the consultation process as well as to recruit committee members and educate new members on the committee. The Practice Ethics Committee is striving to have one face to face meeting per year. At present most of the meetings occur via teleconference.

We want to thank members who resigned from this committee in 2010. These members include Melissa Flowers-Evans (past chair), Shawna Gray, Raven Sinclair, Liz McNulty and Grant Rathwell. We are currently recruiting a new first nations member. This committee has strived to find representatives from a variety of locations in the province and who bring with them a diversity of work experiences including adult mental health, medical social work, young offenders, child protection services, veterans affairs, corrections, private practice, family justice services (custody and access assessments), mediation, employee and family assistance, women's issues, family violence, sexual assault, rural social work, child and youth (mental health for children and youth), social work in aboriginal communities, community-based agencies, and government.

Two training sessions for committee members in early 2011 have been arranged; one on legal issues and another on boundary issues.

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

## **Professional Conduct Committee**

### **Committee Purpose**

***The Professional Conduct Committee has been established to receive and investigate complaints alleging that members are guilty of professional misconduct or professional incompetence.***

### **Committee Members**

***Chairperson: Joanne Schenn***

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

The workload of the Professional Conduct Committee has been extremely high in the past year. Not only have we dealt with an increasing number of complaints but we also found that the cases under investigation were increasingly more complex. As a result, we have used the services of our legal consultant, Darcia Schirr, extensively.

In total, the committee received nine complaints in 2010. Of these nine complaints, two were complaints about non-members, alleging use of the title social worker. Three complaints were investigated and dismissed for lack of evidence and one complaint was sent to a Discipline Hearing resulting in the complaint being upheld. We now have three complaints that began in 2010 at various stages of the investigation process carried forward to 2011.

The Professional Conduct Committee members come from a wide range of social work backgrounds and live throughout the province. They all have many years of experience and expertise in their fields and I would like to thank them all for their hard work. I would like to acknowledge the work of several members who have resigned from the Professional Conduct Committee over the past year. Thank-you to Joan Hergott, who had resigned earlier but was able to remain with us a few extra months, Terry Nielsen and Joanne Phillips.

In September, I attended C.L.E.A.R. (Council for Licensure, Enforcement and Regulation) investigative training in Nashville, TN and have been certified with them as an investigator. C.L.E.A.R. is the premier international resource for professional regulation stakeholders. The training has been very valuable in my work on this committee.

At the October Advisory Board meeting there was interesting discussion and many questions about the work of the Professional Conduct Committee. As a result, Richard Hazel suggested that I write an article for the SASW Newsletter about the role and work of the committee. This article appeared in the February 2011 edition of the *Saskatchewan Social Worker*.

The Professional Conduct Committee meets monthly by teleconference to discuss committee business but a large amount of our work is done by email. We had one face-to-face meeting in 2010 and are planning another for February 2011. The proposed training with Darcia Schirr was not able to be held but I will continue to try to arrange that for the coming spring.

***Respectfully submitted: Joanne Schenn, MSW, RSW (SK)***

**Public Relations Committee Report**

**Committee Purpose**

***To enhance public awareness & knowledge of the social work profession within the province of Saskatchewan.***

**Committee Members**

***Chairperson: Roxane Schury***

***Don Ebert, Rick Kuckartz, Allan Corbeil, Norine Shewchuk, Dianne Lauritzen, Scott Horn, Binamin Konlan, Owen Manz, Marla Wepler, Linda Rudachyk, Richard Hazel (ex-officio)***

The Terms of Reference for the committee were reviewed, updated and approved by Council in 2010.

The Committee continues their pleasant task of asking people to contribute to the "*Day in the Life of a Social Worker*" for the Saskatchewan Social Worker (newsletter).

A Power Point presentation on the profession and on SASW that is appropriate for high school audiences was completed last spring and additional versions are being worked on. As they are completed and approved, the PowerPoint presentations will be available on the SASW Website. A call has gone out for pictures to update the Display Board and to use in the PowerPoint presentations.

The Public Relations Committee has been successful in recruiting new members 2010.

***Respectfully submitted: Roxane Schury, BA, BSW, MSW, RSW (SK)***

**Standards of Practice Committee Report**

**Committee Purpose**

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

**Committee Members**

***Chairperson: Nuelle Novik***

***Ralph Aman, Kathy Bovair, Bernie Holzer, Vance Heaney, Patti Petrucka,***

***Brittany Hockley (student member)***

***Richard Hazel (ex-officio), Bill Tingley (ex-officio)***

In June 2010, the Standards of Practice Committee submitted a recommendation to the SASW Advisory Board suggesting that the Committee proceed with updating the current Saskatchewan Standards of Practice documents. At that time, the Advisory Board felt that they needed to review more information in the form of a detailed work plan outlining how the work would be accomplished.

As such, the Standards of Practice Committee converged in Regina for a face-to-face meeting in January 2011. At that time, a work plan was completed and accepted by Council in February 2011. Work began immediately to update the Saskatchewan *Standards of Practice* documents.

***Respectfully Submitted: Nuelle Novik, BSW, MSW, PhD, RSW (SK)***

## **Student Award Committee**

### **Committee Purpose**

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

### **Committee Members**

***Chairperson: Ruth Ann Thomas  
Bev Brewer, Melissa Landry, Richard Hazel (ex-officio)***

In 2010, I took over the chairperson role from Marlene Glettler whose diligent work on this committee in the last couple of years is not only appreciated but has made my job as chairperson so easy. Thanks Marlene! As well, thank you to committee member, Bev Brewer, who has stepped down.

In 2010, a Student Award Flyer was developed and inserted into SASW new registration packages and in the *Saskatchewan Social Worker*, as well as given out at the SASW annual general meeting/ provincial conference. It is hoped that profiling the Student Award to the membership would increase donations to the award which in turn would increase the amount awarded yearly to a social work student. Donations to the fund are accepted by the South Saskatchewan Community Foundation in Regina. The award is seen as attracting students to the profession and to SASW while still in school.

The recipient for 2010 was Tanya Schiele from Saskatoon. The award was presented in April at the provincial conference banquet which was held in Regina. When reviewing applications, the committee saw strength in Tanya's volunteer experiences over a number of years. Some of her volunteer work included:

- working with youth groups and events in her home town of Meadow Lake
- participating with a building project in Peru and the Philippines with Canadian Food for the Hungry
- being a camp counselor
- being a child care worker at a New Zealand Bible School
- volunteering at Real Choices Crisis Pregnancy Centre as well as at SWITCH (Student Wellness Initiative Toward Community Health) in Saskatoon.

The balance in the fund at December 31, 2010 is \$9,799.58 an increase of \$1,406.27 from 2009. The balance for 2009 was \$8,393.31.

Thank you to Richard Hazel and Debb Fisher from the SASW office for all their guidance and support.

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

## **Social Justice Committee Report**

### **Committee Purpose**

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

### **Committee Members**

**Chair: Kirk Englot**

***Sydney Bell, , Linda Charlton, Patti Cram, Noela Crowe-Salazar, Cecil Gooliaff, Jim Mulvale,***

***Wanda Yurach, Judy White, Serena Cataldo (student member), Richard Hazel (ex-officio)***

The Social Justice Committee has continued work on its two areas of strategic focus: poverty alleviation and child welfare. What follows are several highlights of our recent activity and planning.

In the area of poverty alleviation, SASW continues to have a lead role in advancing an anti-poverty strategy, which was initiated over the past year with Poverty Free Saskatchewan (PFS). We presented to the Spring Forum hosted by the Human Services Integrated Forum (HSIF) where the topic was *Mobilizing Poverty Reduction in Saskatchewan*. The Social Justice Committee has also supported Poverty Free Saskatchewan to plan two media events and launch a discussion document that had been developed by PFS. This discussion document, which is titled *Lets do Something About Poverty!* outlines current statistics about poverty in Saskatchewan, the social and economic costs of poverty and inequality, and possibilities for collective change efforts. It was circulated to SASW branches and will be available on the SASW website under the "council, committee, branch" tab.

Our poverty work continues to be developed in close collaboration with SRNA. SRNA also provided support to PFS to publish *Let's do Something About Poverty!* This partnership continues to be fruitful and initial work in expanding partnerships to other professions is underway.

The Social Justice Committee continues to be active with the Saskatchewan Partnership for Children and Youth and has been consulting with the Ministry of Social Services to offer assistance in reviewing the *Child and Family Services Act*. A presentation was also made to the Saskatchewan Child Welfare Review Panel which is available on the SASW website under the "Child Welfare" tab.

Work has nearly finished on the development of policy principles to aide SASW in responding to child welfare concerns. These principles would parallel the Income Security Policy Principles that our committee developed several years ago. Once a final draft has been prepared, it will be forwarded to Council for endorsement. A revision of the Income Security Policy Principles will begin in February to align them with the Anti-Poverty Strategy work that is underway.

Finding ways to support the SASW to inform and influence social policy, with an effective social work voice, continues to be a topic of interest and challenge for our committee. The work is complex and developmental in nature. It is our intention to continue to work on behalf of social workers, and the people and communities that social workers serve, to make a difference.

***Respectively submitted: Kirk Englot, MSW, RSW (SK)***

## **Volunteer Development Committee**

### **Committee Purpose**

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

### **Committee Members**

***Chairperson: Tom Seeley***

***Frank Dornstauder, Myrna Pitzel-Bazylewski, Victoria Walton***

***Richard Hazel (ex-officio)***

Barb Church-Staudt, Krista Olson, and Lucie Dymterko left the Volunteer Committee in 2010 due to the expiration of their terms. The committee wishes to express its appreciation to these individuals for their many years of service to the committee. Myrna Pitzel-Bazylewski and Victoria Walton joined the committee in 2010 and have already made a significant contribution. Frank Dornstauder has continued to play an extremely helpful role on the committee with his wealth of experience.

New terms of reference were approved by Council for the Volunteer Development Committee. The committee reviewed these new terms during our June meeting.

During the past year, the Volunteer Development Committee assisted with recruitment of members or provided consultation concerning the Aboriginal Social Workers Task Team, the Education Committee, the Public Relations Committee, the Social Justice Committee and the Practice Ethics Committee. The committee has also worked diligently to consider potential candidates for the position of President-Elect.

The Volunteer Development Committee deeply appreciates the willingness of the membership of the SASW to step forward and make a contribution to the hundreds of hours of volunteer work that makes our organization so vibrant and successful.

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

## **Battlefords Branch Report**

***President: Dianne Lauritzen***

***Vice President: Rick Felix***

***Treasurer: Faith Nash***

***Secretary: Vacant***

***Members at Large: Alan Corbeil and Mary Ann Gibson***

The Battlefords Branch continues to struggle to provide branch activities as we are a handful of people with busy schedules. None the less, the Branch does focus on Social Work Week and manage to do it up in style!

In 2010, the branch hosted its annual SASW luncheon during Social Work week which was well attended. About 30 people came out to hear Roberta Fear from the Saskatoon agency "Equal Justice" speak on the cost of poverty. We were able to offer a free lunch again by having the diabetes education program at Battleford's Tribal Council prepare the meal. It is always great to partner with this group. Donations were accepted for the food bank. Representatives from the city/town council were present and the local media also attended, doing a great job covering the event. During Social Work Week, the branch also presents a local award at the luncheon. The 2010 award went to Leora Harlinton, who is presently working on her PhD, and is employed at Adult Community Services, Mental Health and Addictions, Prairie North Regional Health Authority.

The Battlefords area did not have a local Code of Ethics trainer for over a year. We are now very pleased that Beverlie Horpestad, Meadow Lake, has taken on this challenge.

An attempt was made to host a half-day presentation on grief. The interest was there, with about 30 people registered. However the presenter had to back out at the last minute. Battlefords Branch is hoping to offer some educational opportunities in 2011.

Jessica Sieme had been the branch secretary for a number of years but resigned and so we are presently without a secretary. Thank you Jessica for the service you provided.

We were very excited to see that Jim Walls, our past local president and SASW Past President will be receiving the 2011 CASW award. It is well deserved. Jim's commitment to the profession and to SASW has gone unmatched.

I would also like to mention that our long time member and vice president, Rick Felix, has retired this year. Enjoy it Rick! We hope he will continue his involvement within the Branch.

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

## **Northeast Branch Report**

***Chairperson: Shawna Gray***

***Vice Chairperson: Bonny Bayne***

***Secretary /Treasurer: Sheryn Peterson***

***Public Relations/Special Events: Leslie Christianson and Brandi Moskal***

***Membership: Cecil Gooliaff, Lucie Dmyterko***

***Mentorship: Judy Jones, Katie Williamson and Lindsey Bruce***

***Members at Large: Lindsey Bruce, Marion McComb, Terri-Lynn Rask***

***2012 Provincial Conference Planning Committee: Judy Jones and Leslie Christianson***

Throughout 2010, our local Northeast Branch executive continued to meet on a regular basis to plan activities and meetings for the Branch. We were able to organize six branch meetings during the year; three via telehealth, which involved noon hour branch business meetings, and three face-to-face meetings that each included a guest speaker. Topics included Yellow Quill First Nation's Focus on Families program, Melfort's Immigration Program, and a Self-Care/De-Stressing the Season which was held as part of the Branch Christmas Party.

Celebration of Social Work Week for 2010 in the Northeast Branch included an evening of fellowship, supper and learning with invited guests as well as our branch members. In keeping with CASW's theme for Social Work Week, guest speaker Mike Hoeft from the local Salvation Army presented an overview of poverty, food security, and social justice. The evening also included entertainment and door prizes as well as collection of food donations for the local food banks. In addition, the Northeast Branch promoted Social Work Week through advertising in the local newspapers as well as on the Kelsey Trail Health Region website, and the mayors of Tisdale, Nipawin, and Melfort recognized/declared the week as Social Work Week.

Also in March, the local credit union and school division sponsored their Annual Career and Recruitment Fair in Melfort; members of our branch hosted a display and information booth that was very well-received by students.

Various members from our executive and branch membership attended meetings of SASW as follows: the Branch/Mentorship Committee meeting in Saskatoon in early January 2010, the SASW Advisory Board meetings on February 5<sup>th</sup> and June 11<sup>th</sup>, as well as the AGM and provincial conference which was held in Regina in April.

Our Branch put significant energy into planning an "Abuse of Older Adults" workshop in October for both our membership as well as other human services professionals in the area; despite a great deal of interest from the professionals within the branch, the workshop was cancelled when we did not reach the quota prior to the registration deadline. We will consider offering a similar workshop in the future. Also, our Mentorship Committee planned to meet with the social work students at Cumberland College in December but did not have any students attend; engaging the local social work students in our local branch activities and meetings continues to be a priority.

Our tentative plan for 2011 is to offer four branch meetings, including three face-to-face and one through telehealth meeting. Based on numbers from 2010, it was demonstrated that members were more likely to attend supper meetings than the telehealth sessions; therefore we will reduce the number of meetings held via telehealth.

Change is in the air again in the Northeast as two of our executive, Shawna Gray and Bonny Bayne, will not be returning in their respective positions. Their contributions have been valued by the Branch and they plan to remain active Branch members. As a Branch, we are in the process of recruiting a new executive and have membership who will continue to promote the activities of our Branch.

On a very positive note, the Northeast Branch is looking forward to hosting social workers from across the province for the SASW 2012 Provincial Conference, and has established a planning committee for this exciting event.

***Respectfully submitted: Bonny Bayne, BSW, RSW (SK)***

## Prince Albert Branch Report

**Chairperson: Murray Wotherspoon**  
**Vice-chairperson: Rona Pelletier**  
**Secretary: Wanda Seidlikoski-Yurach**  
**Treasurer: Audrey Zwack**

Throughout the past year, the Prince Albert Branch held monthly meetings with the exception of July and August.

A highlight for Social Work Week was the proclamation of Social Work Week by the Prince Albert City Council. In doing so, the profession of social work was recognized locally. Also, branch member, Brian Howell, provided a presentation/discussion to 11 members on March 23 for a noon "Lunch and Learn" meeting. His topic focused on housing and local initiatives, to address homelessness. Provincial funding programs were highlighted.

On April 13<sup>th</sup> in place of our regular April branch meeting, Richard Hazel, Executive Director - SASW, was invited to provide a presentation/discussion on some of the challenges facing the social work profession. For the 14 members who attended, the featured topics/ themes were:

- Ownership of Title without ownership of practice - where does that leave us?
- Addressing employer replacement and restructuring of social work positions.

On October 1<sup>st</sup>, the branch Annual General Meeting took place. For that meeting, MLA Daryl Hickie, was invited to provide a presentation and discussion on a variety of social issues. Fifteen (15) members attended the presentation and election of the new executive.

On November 16<sup>th</sup> and November 17<sup>th</sup>, Katherine Bird presented a workshop "**Energy Therapies For Counselors**". The training focused on the use of Intention Based counseling skills, approaches of Thought Field Therapy, Intention Focused Therapy and Quantum Touch. Due to storms on and around the time of the workshop, participants were reduced to four.

On behalf of our Branch, I would like to thank our membership for their time in volunteering and participating in local projects, events and causes. Also, we wish to acknowledge the support from the SASW Council, Richard Hazel and Debb Fisher. Thank you to each and everyone of you!

***Respectfully submitted: Murray Wotherspoon, BSW, RSW (SK)***

## **Regina Branch Report**

**Chairperson: Crystal McKenzie**  
**Treasurer: Gilliane Renwick Secretary: Crystal Schindelka**  
**Members at large: Sheena McCallum, Jasmine Kindred**  
**Students: Jerry Larson, Devaney Horner**

The Regina Branch is welcoming Crystal, Jasmine, Jerry and Devaney as returning and new members to the Branch. We sponsored two students in 2010, one of whom sits on the University of Social Work Students Association; therefore, we are still able to maintain communication of our branch activities through her to the students in the Faculty of Social Work.

One of the regular and consistent activities that the Regina Branch offers is the free brown bag lectures for members. For these series, we decided to ask for donations to the food bank as admission to the brown bag luncheons. This has been successful and we have received positive feedback. Our plan for the future is to incorporate First Nations elders into presenting at the luncheons. The purpose of this is to offer more traditional practices and techniques to members when working with First Nations families. For the lunch and learns, topics included: "Bereavement Centre - Overview of the Programming" (Marlene Jackson), "Suicide Safety Planning" (Darla Goettler), Overview of programming - Catholic Family Services" (Colleen Popadynetz), and "Post Partum Depression" (Sarah Tickell)

Regina Branch is currently developing a Facebook page for its Regina & area members, non-registered individuals and students as a form of "new" communication and recruitment. The branch continues to sponsor the Mentorship Program and have provided financial support to cover the cost of food, pop, etc. for meetings. Darlene Bohach, contact person for this program, feels that this is a great way for the Regina Branch to maintain contact for recruiting new members, communication, networking and having connections with the social work students.

Regina Branch had its annual Social Work Week luncheon at the Regina Metis Sports and Culture Centre with James Mulvale, Faculty of Social Work, University of Regina, as our guest speaker. There were 40 to 50 people who attended the celebration. Left-over food donations were taken to the Carmichael Outreach Program who were appreciative and grateful for the donation.

In 2010, Regina Branch hosted the SASW provincial conference "*Social Justice: from discourse to action*" with 87 registrants attending. The conference planning committee consisted of Kirk Englot, Dani Goddard Tara Bilash and Debb Fisher. Presenters for the conference included Cindy Blackstock, First Nations Child & Family Caring Society of Canada, Shawn Cassiman, University of Dayton, Bill Lee, McMaster University and James McNinch, University of Regina. Registration numbers were low in early April, so budget cuts were made to ensure that a minimum loss was taken for the conference. As it turned out, with the budget cuts, a profit of \$3,500 was netted. Those attending the conference went away feeling inspired by the presentations that they heard and were so glad to have attended this conference.

Regina Branch continues to discuss recruitment of new members and may plan a self-care workshop in the future. Due to time constraints of branch executive members, we have agreed to rotate and attend the SASW Advisory Board Meetings.

***Respectfully submitted: Crystal McKenzie BSW, RSW (SK)***

## **Saskatoon Branch**

**Co-Chairpersons: Tammy MacFarlane/Angela Luron**

**Treasurer: Angie Pollom**

**Secretary: Rachelle Hosak**

**E-Mail Distribution: Amanda Klimm**

**Members at Large:**

**Jill Alaers, Denise Norris, Emily Alston-O'Connor, Keane Plomondon, Erin Beckwell,  
Julie Schwartz, Martie Davies, Margarita Sysing, Jasmine Giesbrecht, Ruth Ann Thomas,  
Chad Hryniuk,  
Jean Wiens, Andrea Kotlar, Jasmine St. Marie, Emily Alston O'Connor**

**Mentorship:**

- January & October: Organized and hosted mixer events for potential and current mentees and mentors
  - included discussion/sharing related to diverse areas of practice, populations, communities,
  - professional development, self-care, practicum, graduate studies, etc
- September: Hosted a lunch information session for potential mentors
- Followed up with current matches until spring, and facilitated the matching process in the fall

**Education:**

- October: Organized and promoted SASW Ethics Training (Workshop I)

**Social Justice:**

- Social Work Week: Organized the 'Poverty Matters' community event in collaboration with the Saskatoon Anti-Poverty Coalition (SAPC) (photo voice project), a local producer (documentary: 'Hookers') and the YWCA
- May: Supported and promoted the '*I Am a Witness*' campaign
- June: Circulated information regarding the Child Welfare Review, and opportunities to contribute; Promoted and attended the annual 'Pride Parade'
- September: Attended the 'Take Back the Night' community march against violence
- October: Donated to the SAPC for 'Poverty Awareness Week'; promoted 'Poverty-Free Saskatchewan'
- December: Organized 'The Cold, Hard Truth' homelessness/poverty awareness event in collaboration with Passion for Action Against Homelessness (local documentary) and the SAPC (photo voice project)
- Circulated information via email distribution regarding additional social justice issues and events

**Public Relations:**

- Established in September with the intention of promoting/increasing the local presence of the SASW
- Began exploring relationship-building needs within the field and with allied professions/broader community

**General Branch Activity:**

- March: Established the branch as a group on Facebook and were able to increase our presence by reaching members as well as BSW/MSW graduates, students, allied professions and community members
- April 22: Held our branch AGM and voted in 10 new Members at Large
- June: Hosted an open spring lunch to welcome and introduce new executive prior to summer break
- Developed an 8x2' SASW Saskatoon Branch banner to display at events that the branch hosts/supports
- Operated a strong email distribution system reaching approximately 450 Saskatoon and area members, used to circulate branch and provincial SASW information, activity & initiatives, professional development, employment & self-care opportunities, and related community events
- Pursued relationship building with the BSW students and invited their participation in branch activities
- Promoted student membership in collaboration with the Faculty of Social Work, Saskatoon Campus

**Submitted by:**        ***Tammy MacFarlane, BSW, RSW (SK)/Angela Luron, BSW, RSW (SK)***

## **Swift Current Branch**

***Chairperson: Patti Wilson  
Secretary: Glenda Carleton  
Treasurer: Kristin Reinhart  
Program Co-ordinator: Sandra Fortman***

Swift Current Branch hosted a number of events for members during 2010.

The branch Annual General Meeting was held February 22<sup>nd</sup> at which time executive members were elected. Our first event of the year was to honour Social Work Week - "Social Workers Speaking Up: Poverty Costs" with the CASW National Webcast. As well, a presentation by social work student, Nancy Bolton, "A Walk with Poverty" was held with regard to her trip to Kentucky in 2009. The event was held March 25 with 18 people in attendance.

Our branch hosted a one day workshop on May 6<sup>th</sup> "Creativity in Social Work Practice" with Peggy Worrell, MSW, as facilitator. Our next event was a Potluck Picnic in a local park on June 24<sup>th</sup> with 7 members in attendance. It was an opportunity to socialize and network. Our next meeting was held September 29<sup>th</sup> with guest speaker Nancy Bolton giving a presentation on her trip to Detroit, with the University of Regina Social Work class focusing on poverty and social justice issues with 12 members in attendance.

Patti Wilson resigned as chairperson with the Branch. Branch members extended their appreciation to Patti for all her efforts over the past few years. I agreed to step in until the next branch annual general meeting. I, therefore, attended Advisory Board meeting as branch representative October 15.

Our branch had a display at the Career Expo at the Swift Current Comprehensive High School October 29.

Our last event of the year was a luncheon meeting held on November 26 with 10 members in attendance. This provided an opportunity to network and socialize in advance of the Christmas season.

Executive meetings were held in between our membership meetings to discuss plans, share information regarding provincial and national social work activities. Members have also been active in community endeavours. Krista Olson represented our branch on the Salvation Army's planning committee for Christmas Day Dinner.

We continue to struggle with how to best meet the needs of our members locally as well as provincially with the many challenges faced in balancing personal, workplace and community responsibilities.

***Respectfully submitted: Sandra Fortman, BSW, RSW (SK)***

## **Yellowhead East Branch**

***President: Eileen Zarowny  
Vice-President: Joanne McCready  
Secretary/Treasurer: Brian Propp  
Branch Representative: Colleen Valuck***

For Social Work Week in 2010, the Yellowhead East Branch arranged a workshop for Social Work Week on March 26<sup>th</sup>. The workshop held the theme “Social Workers Speaking Out: Poverty Costs”. The speaker was Kirk Englot. Overall, the event was well received, and the Soup Haven made mention that they appreciated the money and food donations from the workshop event. Eileen Zarowny presented a copy of the Declaration of Social Work Week letter from City Hall in Yorkton.

The Yellowhead East Branch hosted the screening of the film “Family on the Edge” in partnership with the Yorkton Film Festival representative Randy Goulden. The family illustrated how a shelter can assist a single father, and his children into the eventual transition into low income housing. The showing occurred November 18<sup>th</sup> at the Godfrey Dean Art Gallery in Yorkton. Attendees expressed that the film helped them better understand the social struggles that a single father can experience raising two children.

There was some discussion of closing the Yellowhead East Branch. At a branch meeting held on November 22<sup>nd</sup> the future of the branch was the central discussion. The branch held a strong consensus that it would continue operation. The branch will continue to run informally until a new executive is designated. Overall, the branch agreed to develop new strategies in the new year to strengthen future operation.

***Respectfully submitted: Colleen Valuck, BSW, RSW (SK)***