

SASW Council Members (2004)

President	Tom Seeley – Yorkton	Past President	Deb Buettner – North Battleford
Treasurer	Frank Dornstauder – Regina	Secretary	Sandra Fortman – Swift Current
Members at Large	Charlene Cameron – Prince Albert Tracy Muggli – Saskatoon Myrna Pitzel – Regina	Public Representative	Doug Stewart – Regina

SASW Staff Members

Executive Director	Richard Hazel	Executive Assistant	Debb Fisher
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SASW Appointments (2004)

Registrar	J. Rawdon Bieber – Regina	CASW Representative	Marlene Chatterson – Yorkton
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SASW Committee/Task Team Chairpersons (2004)

Advocacy Task Team	Don Eberts – Saskatoon	Discipline Resource Pool	Don Stevenson – Regina
Education Committee	Ray Pekrul – Regina	Legislative Review Committee	Geoff Pawson – Regina
Practice Ethics Committee	Victoria Walton – Saskatoon	Professional Conduct Committee	Mona Acker – Regina
Psych Act Task Team	Deb Buettner – North Battleford	Public Relations Committee	Joanne Toh – Saskatoon
Standards of Practice Committee	Dennis Arbuthnott – Regina	Social Policy Committee	Patti Cram/Angela Leski – Prince Albert
Scholarship Task Team	Sandra Vaughan Hastie – Yorkton	Volunteer Development Committee	Barb Church-Staudt – Regina

SASW Branch/Interest Group Representatives



(2004)

Battlefords	Deb Buettner	Rural Social Work Interest Group	Deborah Bryson Sarauer
Moose Jaw	Leann Keach	Saskatoon Branch	Ruth Mireau
Northeast Branch	Lucie Dmyterko	Swift Current Branch	Krista Olson
Prince Albert	Susan Luedtke	Yellowhead East	Sandra Vaughan Hastie
Regina Branch	Alice Parker		

Saskatchewan Association of Social Workers – 2004 Annual Report



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President's Report

2004 has been a very active and interesting year for the Saskatchewan Association of Social Workers and although the role of President has been a very demanding one, it has been very rewarding as well.

Emerging from the strategic plan we developed over two years ago were four key purposes – to regulate the profession, to promote the profession, to serve members and to advocate for the profession and for social justice. The strategic plan has provided us with a means to remain accountable to ourselves and to the public for what we do as a profession. It has also created a framework for drawing in members to assist in the work of the association.

The past year has been most successful in member involvement. One of our new committees, the Volunteer Development Committee, has begun its work and will be invaluable in matching the skills and preferences of members to opportunities for volunteer work within our provincial association. The newly formed Scholarship Task Team will be developing creative ways to grow the pool of capital in the Scholarship Fund, which is now managed by the South Saskatchewan Community Foundation. The Advocacy Task Team has been doing significant work concerning the inadequacy of social assistance rates. The Legislative Review Committee will be working hard to achieve scope of practice for the Association, especially now that our Alberta colleagues have already achieved this and Manitoba is making significant progress. These are just a few examples of solid committee work done by about a dozen committees.

SASW has been paying attention to the need for good communication with members. The Advisory Board is proving to be an effective means of two-way communication with Branches. The SASW website and mini-electronic



newsletter have been very useful in keeping members informed along with the newsletter "*The Saskatchewan Social Worker*". SASW also hosted an "Orientation and Discussion" day in September for Branch Representatives and Presidents.

It was our intention this year to reach out to other organizations and this effort has been met with some success. We sent the Canadian Association of Social Workers Social Policy Principles to all Saskatchewan MLAs. We have met with the School of Indian Social Work, the Saskatchewan Registered Nurses Association, and the League of Educational Administrators and Directors. SASW has jointly sponsored a Field Instructor's Workshop with the Faculty of Social Work, University of Regina, and we have been keeping in close touch with the Faculty on issues of mutual interest.

On the national scene, SASW has played an important role in renewing a negotiation process towards the establishment of a Mutual Recognition Agreement (MRA) in relation to the 1994 Agreement on Internal Trade (AIT). Social Work is one of only a few professions in Canada without an MRA. It is to be hoped through our efforts and that of others, that there will be fewer barriers for social workers in having access to employment anywhere in Canada.



I would like to express my appreciation for the support of those who have helped me so much in my role and who have been responsible for the considerable progress our association has made in past year. This list includes our Executive Director, Richard Hazel, our Past President, Deb Buettner, our Treasurer, Frank Dornstauder, and Registrar, Rawd Bieber. To Debb Fisher, we owe special thanks for her dedicated work and always being on top of things. The list also includes members of Council and our Advisory Board who through their collaborative approach have helped us to move forward without an excess of “wheel-spinning”.

Finally, I would like to thank all social workers who care about their profession for being involved. I encourage you to continue your involvement but also to work hard in convincing colleagues to join in the work of the association, either at the branch level, on a provincial committee, or in any other capacity.

Respectfully submitted: Tom Seeley, BA, BSW, RSW (Sask.)



Executive Director's Report

2004 was characterized by delivery on a set of key developments for SASW. The most obvious was the National Conference held in Saskatoon which was by all accounts a major success and a very enjoyable time for those in the profession. Also significant for SASW was the completion of a major review of the membership registration policies and procedures. In addition, with the approval at the 2003 Annual Meeting of the new vision and mission statements, SASW sharpened its focus on the action plan that now guides the work of the Association.

The redevelopment of our membership registration policies was phase one of the new SASW Manual. The second and third phases will cover personnel and operational policies. New registration policies have been implemented for the 2005 registration renewal process and have brought us more in line with other social work regulatory bodies in Canada and other professions within Saskatchewan. We are now more accountable than we were. An example is that to confirm the credentials of a new applicant for registration, SASW now requires a transcript of marks from the academic institution be sent directly to the SASW office.

The Action Plan for the association mentioned above was developed to include all of the recommendations developed within our strategic planning process during 2002 and 2003. The document, with a May 18, 2004 date on it tracked the recommendations with information on who is responsible for the action and the time-frame within which the work is to reach conclusion. Members of Council were given responsibility to follow the work being done, support it and report back to Council on progress. The Action Plan was shared with committees and branches so that expectations were clear and to inform



membership on what was being done with the recommendations developed earlier.

At its planning session at the end of August, Council reviewed and concluded its planning for recommendations assigned to Council on governance, communication, recruitment of aboriginal social workers/students and advocacy with unions. The conclusions reached were presented at the September Advisory Board meeting. This information will now be reflected in the coming revision of the action plan.

There has been slow progress on the federal legislation that will exempt the collection of GST for the health-related direct services of social workers. As the year ended, the legislation remained on the books and we were advised that it will proceed in the new year.

Progress was made in the national initiative to address third party payment issues. A number of large insurance companies have now included social work among the services that are made available in their employee assistance packages. A listing of the major companies and where they stand appeared in the February *"The Saskatchewan Social Worker"*. Also, a "waiting room flyer" was developed that makes the case for inclusion of social work and asks the person needing service to request their plan carrier to include our profession. A supply of the SASW version has been provided to our branches and directly to all members in private practice.

The national project on child welfare called "Creating Conditions for Good Practice" continues and will again have profile at the June 2006 National Conference in Halifax. The current area being developed is a set of children's issues committees across the country that is being coordinated by CASW. In Saskatchewan, our project leader is David Macknak of Saskatoon. As the year ended, we had entered consultation with the Department of Community Resources and Employment, the Children's Advocate Office and the School of Social Work to begin to look at what would be the best approach to take in Saskatchewan.



At the SASW office, we are working through a list of necessary repairs to the building. Council decided last summer to establish a two year time-frame around securing space that would be both adequate to our increasing need for space and be accessible. The existing building cannot be made accessible without prohibitive cost, so we are preparing it for sale and once it is ready, new space will be sought.

I would like to offer my thanks to SASW Council and to committees/branches for their interest, support and dedication throughout the year. Particular thanks for hard work and collaboration go to Debb Fisher and Rawd Bieber at the SASW Office and to Marlene Chatterson, Yorkton, SASW's link to CASW.

Respectfully submitted: Richard Hazel, MSW, RSW (Sask.)



Treasurer's Report

NIGEL A. CROOK

CHARTERED ACCOUNTANT

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

AUDITOR'S REPORT

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, 2004 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 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 non-profit organizations, the Association derives revenue from various programs and activities the completeness of which is not susceptible of 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, increase in fund balance, assets and fund 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, 2004 and the results of its operations for the year then ended in accordance with generally accepted accounting principles.

Nigel Crook

Nigel Crook, FCA
March 13, 2005



SASKATCHEWAN ASSOCIATION OF SOCIAL WORKERS
STATEMENT OF FINANCIAL POSITION

DECEMBER 31, 2004

	<u>2004</u>	<u>2003</u>
CURRENT ASSETS		
Bank accounts	\$ 28,618	\$ 31,768
Short term deposits	<u>311,236</u>	<u>288,212</u>
	339,854	319,980
Accounts receivable	3,143	529
Prepaid expenses	2,199	2,182
Prepaid 2004 conference expenses	<u>-</u>	<u>10,276</u>
	345,196	332,967
RESTRICTED ASSETS	-	3,734
CAPITAL ASSETS - Note 3	<u>83,286</u>	<u>87,471</u>
	<u>\$ 428,482</u>	<u>\$ 424,172</u>
CURRENT LIABILITIES		
Accounts payable	\$ 2,732	\$ 4,558
Deferred revenue - Note 2	233,121	214,351
Deferred 2004 conference revenue	-	11,600
Conference 2004 loan payable	-	10,000
Current portion of mortgage payable	<u>10,746</u>	<u>5,625</u>
	246,599	246,134
MORTGAGE PAYABLE - Note 4	<u>1,109</u>	<u>12,280</u>
	<u>247,708</u>	<u>258,414</u>
NET ASSETS		
<u>Restricted:</u>		
Net assets restricted (Edna Osborne Fund) - Note 6	<u>-</u>	<u>3,734</u>
	-	3,734
<u>Unrestricted:</u>		
Net assets invested in capital assets - Note 7	71,431	69,566
Unrestricted net assets	<u>88,316</u>	<u>92,458</u>
	180,774	162,024
	<u>180,774</u>	<u>165,758</u>
	<u>\$ 428,482</u>	<u>\$ 424,172</u>



SASKATCHEWAN ASSOCIATION OF SOCIAL WORKERS
STATEMENT OF OPERATIONS & UNRESTRICTED NET ASSETS

FOR THE YEAR ENDED DECEMBER 31, 2004

	2004	2004 <i>Budget</i>	2003
REVENUE			
Membership Fees	\$ 259,125	\$ 257,000	\$ 255,135
Conference	-	100	15,366
National Conference revenue	140,886	121,000	-
Interest	3,642	3,300	3,952
Discipline penalties	2,000	-	-
Workshops	-	2,000	-
Newsletter	790	750	696
Mailing fees	1,140	1,000	1,000
Other fees and revenue	<u>117</u>	<u>150</u>	<u>258</u>
	<u>407,700</u>	<u>385,300</u>	<u>276,407</u>
EXPENDITURES			
Audit and accounting	1,447	1,600	1,407
Awards, honoraria	6,255	4,500	3,490
Bank charges	1,093	1,100	1,146
Branch payments	3,173	4,000	4,200
CASW fees	40,352	41,120	39,536
Committee: meetings and travel	23,364	29,800	24,703
training and planning	-	2,000	-
Conference and workshop	-	100	7,951
Courier	745	850	866
Copier	1,565	1,900	2,843
Depreciation	4,584	5,750	5,214
Insurance	2,058	1,700	1,687
Legal	16,007	19,000	4,417
Miscellaneous	318	100	171
Mortgage interest	1,124	-	1,547
National conference	129,046	113,900	-
Newsletter	7,687	8,500	8,194
Office supplies/equipment	3,200	4,000	3,841
Postage	9,139	8,900	9,175
Printing and stationery	7,756	6,600	6,689
Property taxes	4,431	-	4,397
Special events	544	2,000	6,620
Repairs and maintenance	13,111	6,000	7,709
Salaries and benefits	96,373	107,054	96,023
Staff training	561	-	627
Telephone	11,722	12,500	10,334
Utilities	3,295	2,800	3,007
Workshop	-	2,000	-
Mortgage principal payments (budget item only)	-	-	-
	<u>388,950</u>	<u>387,774</u>	<u>255,794</u>
EXCESS REVENUES OVER EXPENDITURES	18,750	<u>(2,474)</u>	20,613
UNRESTRICTED NET ASSETS, BEGINNING OF YEAR	<u>162,024</u>		<u>141,411</u>
UNRESTRICTED NET ASSETS, END OF YEAR	<u>\$ 180,774</u>		<u>\$ 162,024</u>



SASKATCHEWAN ASSOCIATION OF SOCIAL WORKERS

STATEMENT OF CHANGES IN FINANCIAL POSITION

FOR THE YEAR ENDED DECEMBER 31, 2004

	2004	2003
OPERATIONS		
Excess (deficiency) of revenue over expenditures	\$ 18,750	\$ 20,613
Items not requiring the use of cash:		
Depreciation not affecting cash	<u>4,584</u>	<u>5,214</u>
	23,334	25,827
Changes in non-cash working capital items		
Accounts receivable	(2,614)	(40)
Prepaid expenses	(17)	(81)
Prepaid conference expenses	10,276	(10,276)
Accounts payable	(1,826)	(624)
Deferred conference revenue	(11,600)	11,600
Conference loan payable	(10,000)	10,000
Deferred revenue	<u>18,770</u>	<u>31,521</u>
	<u>26,323</u>	<u>67,927</u>
INVESTING		
Acquisition of capital assets	<u>(399)</u>	-
FINANCING		
Repayment of long term debt	<u>(6,050)</u>	<u>(5,624)</u>
INCREASE IN CASH	19,874	62,302
UNRESTRICTED CASH, BEGINNING OF YEAR	<u>319,980</u>	<u>257,678</u>
UNRESTRICTED CASH, END OF YEAR	<u>\$ 339,854</u>	<u>\$ 319,980</u>



SASKATCHEWAN ASSOCIATION OF SOCIAL WORKERS

NOTES TO FINANCIAL STATEMENTS

YEAR ENDED DECEMBER 31, 2004

1. DESCRIPTION OF BUSINESS

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 generally accepted accounting principles and include the following significant accounting policies:

- a) Fixed assets are stated at cost and are depreciated on the diminishing balance basis at the rates indicated (½ in year of purchase).
- b) 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.

3. CAPITAL ASSETS

	<u>Rates</u>	<u>Cost</u>	<u>Accumulated depreciation</u>	<u>Net book value</u>	
				<u>2004</u>	<u>2003</u>
Land	--	\$ 20,000	\$ -	\$ 20,000	\$ 20,000
Building	4%	75,956	22,257	53,699	55,936
Office equipment	20%	22,781	17,857	4,924	6,154
Computer equipment	20%	16,472	12,676	3,796	4,296
Furniture and fixtures	20%	<u>5,916</u>	<u>5,050</u>	<u>866</u>	<u>1,085</u>
		<u>\$ 141,125</u>	<u>\$ 57,840</u>	<u>\$ 83,285</u>	<u>\$ 87,471</u>

4. MORTGAGE PAYABLE

The mortgage is secured by the real property at 2110 Lorne Street, Regina and is repayable to Sherwood Credit Union at \$970 per month including interest and taxes. Interest is currently charged at 7.5% per annum.

5. 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.



6. NET ASSETS RESTRICTED

A contribution made to the Association, known as the Edna Osborne Fund, had in previous years been classified as restricted. The specific purpose and use of the fund was to be determined by the Association. During the year the Association made a contribution of the fund assets to the South Saskatchewan Community Foundation.

7. NET ASSETS INVESTED IN CAPITAL ASSETS

Net assets invested in capital assets consists of:

	<u>2004</u>	<u>2003</u>
Capital Assets (net)	\$ 83,286	\$ 87,471
Mortgage payable - current	(1,109)	(5,625)
Mortgage payable - long term	<u>(10,746)</u>	<u>(12,280)</u>
	<u>\$ 71,431</u>	<u>\$ 69,566</u>



SASKATCHEWAN ASSOCIATION OF SOCIAL WORKERS
2005 Proposed Budget

REVENUE	2004 Budget	Proposed 2005 Budget
Memberships	257,000.00	272,600.00
Provincial Conference	100.00	8,000.00
Workshops	2,000.00	2,000.00
Newsletter	750.00	750.00
Promo Sales	50.00	10.00
Mailing Fees	1,000.00	1,000.00
Interest Revenue	3,300.00	3,500.00
Discipline Hearing Penalties	0.00	0.00
Misc Revenue	100.00	100.00
TOTAL REVENUE	264,300.00	287,960.00

EXPENSES

Employee Expenses

Wages/Salaries	91,000.00	91,600.00
EI Expense	3,185.00	2,300.00
CPP Expense	3,549.00	4,122.00
WCB Expense	150.00	300.00
Pension Benefits	5,950.00	6,202.00
Group Life/Disability	1,200.00	1,300.00
Health/Dental Expense	1,220.00	1,100.00
Staff Training/Memberships	800.00	800.00
Total Employee Expense	107,054.00	107,724.00

General/Admin. Expense

Accounting	1,600.00	1,700.00
Legal	19,000.00	20,000.00
Awards/Honourariums	4,500.00	5,700.00
Branch Payments	4,000.00	4,100.00
CASW Fees	41,120.00	42,300.00
Provincial Conference Expense	100.00	8,000.00
Courier	850.00	850.00
Copier Expense	1,900.00	1,900.00
Depreciation (Equip/Building)	5,750.00	4,560.00
Insurance	1,700.00	3,200.00
Bank Charges	1,100.00	1,100.00
Newsletter Expense	8,500.00	8,000.00
Office Supplies/Stationary	3,400.00	3,400.00
Office Equipment/Furniture	600.00	600.00



	2004 Budget	2005 Proposed Budget
Postage	8,900.00	9,300.00
Printing	6,600.00	7,800.00
Special Events/Occasions	2,000.00	2,000.00
Repairs/Maintenance	6,000.00	7,000.00
Telephone, Fax, Internet,Website	12,500.00	13,000.00
Utilities	2,800.00	3,100.00
Miscellaneous	100.00	100.00
Workshop Expense	2,000.00	2,000.00
Total Admin/General Expense	135,020.00	149,710.00
 <i><u>Committee Expense</u></i>		
Mileage/Transportation	20,000.00	20,000.00
Accommodation	6,000.00	6,000.00
Meals	3,200.00	3,200.00
Parking	100.00	150.00
Training/Planning	2,000.00	2,500.00
Miscellaneous Expense	500.00	500.00
Total Committee Expense	31,800.00	32,350.00
 Total Expenses	 273,874.00	 289,784.00
 Net Income	 -9,574.00	 -1,824.00



Registrar's Report

It is with pleasure that I submit my written report on the activities of the Registrar from the previous Annual General Meeting (AGM) in April 2004 to the present one of April 2005. This is my 10th continuous year as Registrar for the Saskatchewan Association of Social Workers (SASW). I am pleased to see since I was appointed to this position in 1995 that the Association has grown, not only through an increase in membership, but also as a regulatory body.

Over the past 10 years a number of standards have been developed and published. A number of policies have been instituted governing the responsibilities of regulation. These policies, over the last ten years have been the requirement of a criminal record check, a yearly declaration required of renewing members to declare if they have had any criminal convictions, and the institution of mandatory continuing education of 40 hours per year. The Association's responsibilities have increased, not only as a professional association, but also as a regulatory body. These responsibilities increase the Association's public profile as a regulatory body and its role in the protection of the public.

As Registrar I assess initial applications for registration, approve the renewal of memberships and the assessment of the continuing education credits submitted at the time of renewal. I approve the reinstatement of lapsed members. These duties require that I am knowledgeable about the requirements of regulation, the Code of Ethics, the standards of practice, *The Social Workers Act* and the By-laws of SASW.

As Registrar, I am required to sit as an ex-officio member on the Standards of Practice, Legislative Review, and the Professional Conduct Committees. I am also an *ex-officio* member of Council in a consultative role position. Nationally, I am a member of the Canadian Registrars National Committee and a



representative on the Agreement for Internal Trade Consortium for Social Work Mobility across Canada.

Membership

I am pleased to report that the membership of SASW remains consistently strong. The membership breakdown for the past five years is:

<i>Type of Membership</i>	<i>2004</i>	<i>2003</i>	<i>2002</i>	<i>2001</i>	<i>2000</i>
Associate	3	4	3	3	4
Full Time	780	767	736	682	660
Non Practicing	108	109	105	87	83
Part Time	132	124	135	155	138
Student	82	77	70	48	58
Total	1,105	1,081	1049	975	943



Registrar's Activities

For 2004, the Registrar along with Richard Hazel (Executive Director) reviewed all existing policies and procedures involving registration, renewal and reinstatement. Copies of policies and procedures governing these three areas were also requested from the other nine social work regulatory bodies, including their application, renewal and reinstatement forms. These were of tremendous assistance in the drafting of policies and procedures that were required.

SASW now has a formal package of registration policies and procedures that were approved by Council. Further to this package a number of national standards were instituted in the area of Registration. With the institution of these policies, SASW no longer allows an applicant to submit a copy of their degree. SASW was the only provincial regulatory body to follow this practice. The Association is now in line with all the other provinces, in that, it requires a transcript of marks be sent directly from the academic institution which issued the degree as one of the requirements for registration. Other requirements include a declaration of change of name and the submission of a curriculum vitae/resume. These policies were instituted as of January 1, 2005. To date, they have proved to be a valuable resource in assessing applications for registration.

The Canadian Registrars National Committee

The Canadian Registrars National Committee meets once annually in the Fall. This year the meeting was held in Vancouver and was hosted by the Board of Regulation for Social Workers in British Columbia (BRSWBC). The meeting was held for two and a half days. During this period issues affecting regulation, the protection of the public, investigations, disciplinary hearings and legislation were discussed by the ten Canadian Registrars. In 2005 the meeting of The Canadian Registrars National Committee will be hosted by the Ordre Professionnel des travailleurs sociaux du Quebec.

One topic of importance was a discussion about the Agreement on Internal Trade (AIT). This agreement allows social workers to move from one province



to another without any employment barriers. Discussions concerning AIT started in the latter part of the 1990s. In 1999 the social work regulatory bodies were able to agree that the Bachelor of Social Work degree from an accredited Faculty of Social Work from any Canadian University is the minimum requirement for acceptance into a social work regulatory body across Canada.

Phase II was then started. Phase II was to examine how to put into place accommodation mechanisms where there are social workers who do not have a social work degree. These groups exist in the provinces of Saskatchewan, Alberta, and Ontario. Saskatchewan has graduates in the two year Certificate in Social Work program offered by the Faculty of Social Work, University of Regina. Both Alberta and Ontario have community college graduates who have completed a program of either one or two years and received a diploma in social work. All three of these groups do not have mobility in all provinces across Canada. Saskatchewan does not accept these graduates from Alberta or Ontario because of the registration requirements set out in our *Act*.

Phase II of the AIT process seeks to find ways to accommodate these groups so that they have mobility. This will prove to be an interesting challenge as a number of provincial Acts do not permit, at this time, registration of these groups. Other issues that exist are how to develop a measurement of competencies to assess this group's education. Further, since the last meetings in 1999, both Alberta and Ontario have had new legislation that governs the registration of social workers.

All these factors must be taken into consideration when AIT is discussed. Phase II stalled due to the funding irregularities that arose out of the Federal Government Department of Human Resources and Development Canada (HRDC). Due to internal investigations being held in this department, our submission for funding to begin Phase II was never approved.

In 2004, the Presidents of the Social Work Regulatory Bodies expressed concern over the fact that Phase II of the AIT process had not commenced. With the initiative of the Presidents, the provincial Councils and the Registrars this



process is now back on track. A funding proposal for Phase II is being submitted to the new Federal Government Department of Human Resources and Skills Development Canada (HRSDC) governing AIT. Three teleconferences have already been held to discuss the planning stages and a tentative meeting of Presidents and Registrars will soon be held in Montreal, Quebec. Hopefully by the time this report is delivered to the Annual General Meeting of SASW, this meeting will have occurred.

Closing Comments

In closing, I wish to thank many people in the Association who have assisted me in the role of Registrar. They include: Tom Seeley – President; Deb Buettner – Past President; Mona Acker – Chair of The Professional Conduct Committee; Richard Hazel – Executive Director; Debb Fisher – Executive Assistant; Darcia Shirr, Q.C. – Legal Counsel; the Council and Advisory Boards of SASW; the Canadian Registrars, as well as the chairs and members of the Standard of Practice, the Legislative Review Committees, and the members of the Professional Conduct Committee.

Respectively submitted: **J. Rawdon Bieber, BSW, RSW (Sask.)**



CASW Representative's Report

Over the past year, I have reported on a regular basis to the SASW Advisory Board and contributed three articles to "*The Saskatchewan Social Worker*" newsletter in an effort to keep the membership up to date on what is happening at the national level.

CASW has been progressing in its objectives in many areas. Social Justice and promotion of the profession have been determined as the primary goals. CASW would also like to provide a forum for provincial regulatory bodies as a number of provinces have mandatory regulation representation and others are moving forward in that direction.

Some of the tasks completed at CASW have been critiquing the federal government budget, completing the CASW Code of Ethics, moving forward on the Child Welfare Project, researching the impact of working conditions on social workers, researching the area of women & poverty (which really means women, children, and poverty) and providing a paper on health to assist our profession in arguing our case as health reform moves forward. A Health Interest Group in Saskatchewan would be developed if enough social workers are interested.

The National Conference held in Saskatoon was a very successful event in 2004 and showcased Saskatchewan and our professionals admirably.

CASW met with the National Association of Social Workers and with all the Presidents and Executive Directors in June prior to the National Conference and had a very productive meeting. A substantial budget has been set aside by CASW to promote the profession, both on our own and in conjunction with the American Association.



Negotiations about reconnection with CASW are still continuing with Quebec. A conference call was held in September and the CASW Board met again in November in Ottawa.

As a group, CASW is trying to develop a group of experts in various areas that can be called on to comment on social issues or critique government policies. If you are interested, please let your interest be known.

I am also available and would be pleased to meet with branches to talk about the work of CASW.

Respectfully submitted: Marlene Chatterson, MSW, RSW (Sask.)



Advocacy Task Team Report

Purpose of Committee

The purpose of the Advocacy Task Team is to address issues of social justice and human rights and to respond to misconceptions in the media that are of concern to social workers and the people they serve.

Committee Members

Chairperson: Don Ebert

Klaus Gruber
Ron Pollock
officio)

Ruth Mireau
Sandy Vaughan Hastie Dave Macknak
Richard Hazel (ex-

The committee has been meeting on a regular basis to determine the direction SASW wishes to pursue. At the present time, the Task Team is working on two major themes namely, issues of poverty and elder abuse. The Task Team has had a telephone consultation with the Public Trustee and we are exploring joining with the Saskatchewan Registered Nurses Association to work jointly on the topic of elder abuse.

During the past year we have lost one member, Angela Leski [Prince Albert Branch).

Thank you for your contribution. For its initial development, the task team is composed of members from the Saskatoon, Yellowhead and Prince Albert Branches of SASW.



Respectfully submitted: Don Ebert, MSW, RSW (Sask.)



Discipline Resource Pool Report

Committee Purpose

The Social Workers Act requires the establishment of a Discipline Committee to hear complaints referred to it by the Professional Conduct Committee.

Section. 27

(1) The discipline committee is established consisting of at least five members appointed by council, one of whom shall be the member of council appointed pursuant to Sec. 9(1). (Public Representative).

(2) No member of the professional conduct committee is eligible to be appointed as a member of the discipline committee.

In order to ensure that there are sufficient members to establish a discipline committee as the need arises, Council has established a discipline resource pool. Discipline Committees created from the Discipline Resource Pool will hear and adjudicate complaints against a member brought by the Professional Conduct Committee.

Committee Members

Chairperson: Don Stevenson

Doug Stewart, public rep Fofonoff	Audrey Zwack	Dan
Florence Saskatchewan LaPointe	Pamela Ait-Allaoua	Kerry
Harriett Greenhow Katherine Potts	Terri Woods	
Murray Wotherspoon Miller-Rudd	Glenda Risling	Tania



In the fall of 2004, I agreed to be the chairperson for this committee, succeeding Jim Walls.

The first order of business was to confirm the interest of some committee members to remain with the committee so as not to lose their valuable experience and to enable them to act as consultants to newer members.

Dirk Silversides remains our legal advisor and the Committee has an additional alternate member if needed.

While no potential disciplinary situations were forwarded to the Committee since fall, we have and will continue to provide consultation on previous situations, to update policies/procedures as necessary, and to adjudicate on cases forwarded by the Professional Conduct Committee.

Respectfully submitted: Don Stevenson, MSW, RSW (Sask.)



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: Ray Pekrul

Susan Luedtke Rathwell	Liz Newton	Sharon McKay	Grant
Joyce Reid	Bernie Zaharik	Richard Hazel (ex-officio)	

The primary focus of the Education Committee has been the development of Continuing Education programming. The committee analyzed the data from the 101 respondents to the Continuing Education survey in an effort to better understand our members' needs. We have met with the Centre for Continuing Education at the University of Regina who were very helpful in the crafting of our survey and laying out the next steps in planning. We will have further joint planning meetings with them, as we can describe our members' needs more clearly and have developed some guiding principles and parameters to a future Continuing Education Program.

The survey demonstrated members' current interest areas and needs. Foremost and in declining order; ethical and legal concerns, therapy and counselling practices, stress management, family violence, managing and living with organizational change and spirituality. A number of members also described learning more about incorporating research into their practice. With regard to



ethical and legal concerns, CASW is developing a learning module including a train the trainers program which we hope will be delivered in Saskatchewan. The committee has identified possible presenters for the other topics in preparing to meet further with Continuing Education at University of Regina.

Guiding principles and parameters are evolving as we engage in discussion and planning towards an SASW sponsored Continuing Education program. A holistic and inclusive perspective should be evident in selecting topics and presenters. Access is reported to be key for members so planning must consider geographics, timing of the events, and cost of the events. While some workshops are best delivered in major centers, when possible, regional events will be planned and repeated in sequence throughout the province to insure participation and access for our members. Continuing education events cannot be planned for six weeks prior to, or following the annual meeting and conference. Branches will be consulted yearly, and engaged in planning events in their regions, i.e. as tentative plans addressing ethical and legal concerns suggest. The Faculty of Social Work, University of Regina, will be engaged in planning as a resource and partner in identifying presenters and in enhancing topics for continuing education.

Through the SASW representatives on Faculty committees, the Education Committee continues to track, challenge and support the provincial professional social work education program. The Education Committee's involvement with the accreditation process has included participating as a focus group, making presentation to the on-site accreditation team and tracking the developments. The association hosted two luncheons for practicum supervisors as they prepared through a workshop for practicum placement of social work students for 2004-05. The strengthening of the practicum experience for students, for supervisors and for employers we believe has occurred through the hard work of the practicum coordinators supported by Faculty resources and in dialogue with us and SASW members. Committee members continue to volunteer twice yearly to assist in the evaluation of student applications for social work. Rated scores on the applications



determine student admission into the social work program at the University of Regina.

The annual mandatory reporting of continuing education activities is well developed. Except for some minor reporting irregularities identified by the registrar, members do a fine job of reporting and it is believed that this demonstrates commitment to ongoing learning in order to provide good service to clients. As well, it provides a data base of topics and activities which can be translated into further planning.

The Education Committee will continue to serve you in the next year and look to add committee members from regions and areas of practice not currently present on the committee. Please feel free to talk to any members of the committee about your interests or concerns.

Respectfully submitted: Ray Pekrul, MSW, RSW (Sask.)



Legislative Review Committee

Report

Committee Purpose

To address the Association's goal of achieving ownership of social work practice and therefore, mandatory registration. The committee will also determine the need for other amendments to *The Act* to ensure it is appropriately updated and consistent with the needs of the Association. This work shall be done in collaboration and close communication with Council.

Committee Members

Chairperson: Geoff Pawson

Rawd Bieber

Carole Bryant

Klaus Gruber

Ray Pekrul

Richard Hazel (ex-officio)

Michael MacLean

Rawd Bieber (ex-officio)

The Legislative Review Committee has met over the previous two years under the able chairpersonship of Tom Gullason. In the fall of 2004, it was necessary for the committee to reconstitute itself through the addition of new members and the choosing of a new chairperson, following Tom's resignation for personal reasons.

The work of the Committee is focusing on the Terms of Reference, Scope of Practice, questions about "grand-parenting" members, consultation with other professional groups, and preparing answers to questions that will arise in the drafting of new legislation. It is an exciting process that could result in major dividends for the profession. Council will be periodically apprised of the work of the Committee as it unfolds.



Respectfully submitted: Geoffrey Pawson, DSW, RSW (Sask.)



Practice Ethics Committee

Report

Committee Purpose

To provide timely consultation to members of SASW on ethical issues.

Committee Members:

Chairperson: Victoria Walton

Paul Benson

Norlane Jensen

David Macknak

John Nicholson

Bernadette Prokopetz

Belma

Podrug (student)

Joanne Schenn

Michelle Simms

Della Yaroshko

Evelyn Weeks

I would like to express my appreciation to each member for their time and their wisdom as we engaged in the challenging process of responding to the concerns of our members in a timely and sensitive way. We have all found this committee to be an engaging and educating experience.

Our committee met nine times in 2004 and had contact between meetings in order to respond to consults and requests for speaking. We continue our process of receiving consults via e-mail and telephone; consulting with each other face-to-face or via e-mail; and providing a written response, while maintaining a level of confidentiality that is comfortable to each consultant. Social workers working in areas of mental health, schools, justice, employment, and private practice, as well as students, contacted us this year. We were also approached this year by non-registered workers. Out of 12 consultations, the primary concern for social workers was confidentiality. Social workers weighed issues of **confidentiality** with concerns such as reporting criminal acts, rights of adolescents to health information, and concerns about safety. Social workers also felt discomfort with their **roles** when they disagreed with supervisors or other professionals about duties that they thought compromised their



relationship with their clients. This situation underscores the need for a clear Scope of Practice for social workers. Finally, social workers were concerned with issues of **dual relationships** and their own **safety**. We continue to hear predominantly from social workers who work in relative isolation from other social workers, and feel that we can offer these colleagues a valuable service.

This year, The Practice Ethics Committee presented to the Field Instructors at the School of Social Work in Regina as well as the Ethics Class in Saskatoon. We were also asked to sit as a representative of SASW on a disciplinary committee at the First Nations University in Saskatoon. We are receiving more requests to speak and are looking for members from around the province who might assist us. Thanks to John Nicholson and David Macknak for their efforts in this area.

A pamphlet describing our process was sent to all members in 2004. We have also had a regular article in *The Saskatchewan Social Worker* to inform members about the committee and how to reach us. We have been developing another article which portrays common ethical dilemmas and plan to submit it for one of the 2005 newsletters.



The committee continued to provide feedback as the new Code of Ethics went through final revisions. Beverly Antle's presentation on the new CASW Code of Ethics at the National Conference was very impressive. The Practice Ethics Committee is very pleased that she will be one of the presenters at the SASW 2005 provincial conference and looks forward to the "Train the Trainer" opportunities that will be forthcoming. The SASW membership is clearly interested in learning about ethics and the Practice Ethics Committee looks forward to assisting in this process in the coming year.

Respectfully submitted: Victoria Walton MSW, RSW (Sask.)



Professional Conduct Committee

Report

Committee Purpose

Section 25(1) of The Social Workers Act requires that a Professional Conduct Committee be established to receive and investigate complaints.

Section 26(1) states, "where the Professional Conduct Committee is requested by the council to consider a complaint, or is in receipt of a written complaint, alleging that a member is guilty of professional misconduct or professional incompetence,

the Professional Conduct Committee shall:

- (a) review the complaint; and
- (b) investigate the complaint by taking any steps it considers necessary, including *summoning before it the member whose conduct is the subject of the complaint.*"

Committee Members

Chairperson: Mona Acker

Gayle Fulton

Judy Anderson

Joan Hergott

Marlene Chatterson

Susan Hetu

Jennifer Cohen

Joan Morris

George Enns

Rawd Bieber (ex-officio)

Complaint Activities

Complaint Status	Number
Cases carried forward to 2004-01-01	4
Cases opened in 2004	2
Complaints Closed in 2004 *- with no further action	4



- sent to Discipline	1
Complaints Remaining Open at 2004-12-31	1
Cases Handled in 2004	6

*No further action may be due to insufficient evidence, the alleged act did not constitute professional misconduct/incompetence or the complaint did not concern a member.

The chairperson of the Professional Conduct Committee attended one Discipline Committee hearing.



The nature of complaints investigated varied widely including:

- billing irregularities
- inadequate custody and access reports
- boundary issues
- using the title "Social Worker" while not a member
- inadequate service

Other Activities

The Professional Conduct Committee has developed a brochure to explain the regulatory function of the Association.

The chairperson sits on the Advisory Board and the Ad-Hoc Advisory Board Committee looking into accessibility of the SASW office.

I would like to take this opportunity to thank the members of the Professional Conduct Committee for the countless volunteer hours they spent on investigations (interviewing complainants, members and others involved, traveling to do so, reviewing documentation material, writing letters and reports and other miscellaneous work), on other Committee work listed above and attending meetings. I would also like to thank Darcia Schirr, counsel for the Professional Conduct Committee, for her patience, and time volunteered.

Respectfully submitted: Mona Acker, MSW, RSW (Sask.)



Psychologists Act Task Team Report

Committee Purpose

This committee was formed to respond to limits placed on the practice of social workers by Section 23 of The Psychologists Act. This provision permits "authorized practice" by a limited range of psychologists and duly qualified medical practitioners.

Social Workers in private practice and members employed by Mental Health Services have been left in the position of being unable to diagnose or communicate a written diagnosis. Analysis and development of solutions is required.

No report submitted.



Public Relations Committee Report

Committee Purpose

The purpose of the Public Relations Committee is to enhance public awareness and knowledge of the Social Work profession with the Province of Saskatchewan

Committee Members

Chairperson: Jo-Anne Toh

Jeanne Beaudoin	Rick Kukartz	Shirley LeClaire
Alan Corbeil	Darlene Chalmers	Roxane Schury
Don Ebert	Norine Shewchuk	Lynn Peterson
Kathy Willerth	Erica Matthews	Richard Hazel (ex-officio)

The Public Relations Committee continued to meet regularly throughout 2004 to address the goals outlined in the Strategic Plan. Rick Kuckartz and Richard Hazel hosted a seminar in the fall, inviting representatives from the various branches to participate in an opportunity to discuss issues and ideas on promoting the profession at the branch level and to share and exchange information for promoting Social Work Week. Many ideas and topics were discussed. The Public Relations Committee used the excellent information to develop a summary and make a prioritized action plan to provide a focus for the committee's work in 2005. This action plan was approved by Council and now forms the direction for the Public Relations Committee. The action plan covers four main areas:

- create a stronger professional identity
- develop resources to improve linkages between branches and with provincial SASW committees



- develop public profile to highlight the role of social work
- clarify reasons for membership

The full action plan will appear in “*The Saskatchewan Social Worker*” and on the SASW website. As well, the committee will include the page of ideas and options generated at the seminar for Social Work Week that have already been given to SASW branches.

SASW was invited to provide a submission to a Saskatchewan Centennial Project on the development of an encyclopedia of Saskatchewan. The submission was to be limited to 400 words and we found it difficult to be that brief, but we did it and were successful in having the submission accepted.

Respectfully submitted: Joanne Toh, MSW, RSW (Sask.)



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: Dennis Arbuthnott

Carol Hansen	Curtis Robertson	Evelyn Hynes
Wanda Yurach	Rawd Bieber (ex officio)	Richard Hazel (ex officio)

The Standards of Practice committee has not been very active during 2004 mainly due to the unavailability of the chair. As a result the goals and plans for the coming year are the same as stated in the 2003 annual report.

During 2004, the committee has addressed the following:

- ***Private Practice Registry***: The committee continues to screen and approve applications for inclusion in the registry.
- ***Review of Standards***: The committee has begun to review the Standards for Private Practice and expect revisions to be completed in 2005.
- ***Alternative Techniques in Social Work Practice***: We have decided that we need additional input from membership before developing a position paper which will guide our members in the appropriate use of alternative approaches within a social work practice. Plans for educational workshops with follow-up discussions with members are being developed.
- ***Development of New Standards***: Due to loss of committee members, there has been no progress on Standards for Social Workers in Residential Youth Care Settings and no further progress on the Standards for Social Workers in Income Security.



Plans for 2005:

- To recruit several new members (with the assistance of the Volunteer Development Committee).
- To complete a review and revision of the Standards for Private Practice and the Private Practice Registry.
- To consult with members regarding alternative practices and to design an educational event.
- To reestablish a working group to develop residential youth care standards.

In closing, the committee would like to thank Debb Fisher for her ongoing assistance and to the ex-officio members who reliably attend meetings and provide valuable input.

Respectfully submitted: Dennis Arbuthnott, MA, RSW (Sask.)



Social Policy Committee Report

Committee Purpose

Recognizing that social policy is in place to provide guidance for social work practice, the purpose of the Social Policy Committee is to work toward ensuring social work values and ethics are well reflected in emerging and existing social policy.

Committee Members

Chairperson(s): Patti Cram & Angela Leski

Mildred Kerr
Howell

Marcia Clark

Brian

The Social Policy Committee has continued its attempts to regroup in 2004. The co-chairpersons took their positions in the spring of 2004. The committee has had two teleconference meetings since that time.

During the first teleconference the terms of reference were discussed. These were submitted to and approved by Council in the spring. Our second meeting was held in the early fall. Arising from that meeting was a plan to do some follow-up with regards to the recommendations made by the CASW Child Welfare Project. Richard Hazel, Executive Director, organized a meeting with interested parties, which was attended by one of the co-chairs on December 3, 2004. Plans regarding what a provincial response might be to the recommendations were discussed. Another meeting with this group is scheduled for February 11, 2005.

During the summer of 2004, the co-chairs obtained a list of members who had expressed interest in the Social Policy Committee. We made phone calls to



those on the list to let them know about the fall meeting. Through these conversations and some subsequent informal conversations with those planning to join us, we are hearing that there are two main areas of interest that people have. One is around “income security,” and the other around “child welfare.” We anticipate that these will be the areas we will focus on for 2005.

Respectfully submitted: Angela Leski, MSW, RSW (Sask.)

Patti Cram, MSW, RSW (Sask.)



Scholarship Task Team

Committee Purpose

The purpose of the Scholarship Task Team is to develop a name for the Scholarship Fund, to determine the requirements to meet the CCRA obligations, to examine the feasibility of a link to the South Saskatchewan Community Foundation and to develop recommendations to Council, and to develop a plan to encouraged SASW members to make additional contributions to the scholarship fund.

Task Team Members

Chairperson: Sandra Vaughan Hastie

Tom Seeley

Liz Newton

Marlene Glettler

The Scholarship Task Team began its work in January, 2004. Several meetings were held via teleconference over the ensuing months. The task team developed its Terms of Reference. It then focused on renaming the fund from the SASW Student Award to the SASW Scholarship Award and updated the eligibility criteria for the Award. By consensus, it was decided that the administration of the SASW Scholarship Award fund would be managed through the South Saskatchewan Community Foundation which would be inexpensive, reliable, and credible. In the summer of 2004, Tom Seeley facilitated the transfer of the Fund to this agency.

In the fall of 2004, Tom Seeley left the task team. With the hope of building the Fund, the task team turned to marketing the Fund to the SASW membership as a beneficiary of donations, bequests, etc. The team met via conference call



in December to develop promotion strategies to build the Fund, and to finalize plans for giving the 2005 Award.

The Task Team looks forward with some excitement working on this team as we feel the future of the Scholarship Award Fund holds real possibilities for growth and is another valuable way of contributing to the profession. In turn, we anticipate that the amount of the yearly award will increase as well!

Respectfully submitted: Sandra Vaughan Hastie, MSW, RSW (Sask.)



Volunteer Development

Committee

Committee Purpose

The purpose of the Volunteer Development Committee is to review the offers of service by SASW members on their renewal forms, to respond to those who have made an offer for service and who have not had their offer met, to develop a meaningful program of volunteer recognition for the SASW provincial organization, provide support and advice to local branches in relation to issues such as volunteer recruitment, retention and recognition and to forward the names of members who wish to stand for election are proposed to Council.

Committee Members

Chairperson: Barbara Church-Staudt

Lucie Dymterko

Rick Kuckartz

Krista Olson

The Committee began its task by reviewing the volunteer recruitment process. We reviewed the 2004 renewal records for those who volunteered for committee work, and plan to review the 2005 renewal records in March of 2005. The committee has introduced itself to the SASW membership, in particular, the existing committee chairs and task team members. The Volunteer Development Committee began a process for the identification of vacancies on Council and SASW committees/task teams. It is the committee's intention to provide a slate of potential candidates for the Annual General Meeting on April 27, 2005.



It is the Volunteer Development Committee's intent to develop an effective way to respond to SASW volunteers with information regarding their expressed area of interest, and link them when vacancies are identified. The Committee members appreciate the patience demonstrated by the SASW office, Executive Committee and Advisory Board as we become familiar and organized with the challenging tasks of this new committee. We look forward to serving our professional organization in 2005.

Submitted by: Barbara Church–Staudt, MSW, RSW (Sask.)



Battlefords Branch Report

President: Alan Corbeil
Vice President: Rick Felix
Secretary/Treasurer: Dianne Lauritzen
Members at Large: Jim Walls, Patti Dupuis
Branch Representative: Deb Buettner

The Battlefords Branch is pleased to report that 2004 was another active year for our members. In addition to regular meetings, we enjoyed networking at a Bowling Night in the spring and welcomed Richard Hazel, Executive Director, to our fall meeting where we learned about the Association's restructuring plans.

The branch membership continues to remain stable at 25 within the Battlefords area. In order to provide our membership with further professional development and networking opportunities, the branch has established a committee to plan events which will be both educational and fun. A second committee has been formed to increase the presence of social workers in the community.

Our thanks is extended to SASW Council and Advisory Board members who contribute their time and expertise to ensure our association remains vibrant.

Respectfully submitted: Deb Buettner, MSW, RSW (Sask.)



Moose Jaw Branch Report

Chairperson: Gwen Knoll
Vice Chairperson: Gisela Hall
Past Chairperson: Gloria Gale
Treasurer: Leann Keach Secretary: Judy Vermette
Members at Large: Lydia Bruse & Lois Lien

In 2004, the Moose Jaw Branch celebrated Social Work Week by participating in interviews conducted by Cable 10 television with the intent of revealing to the public the diversity of practice within the social work profession. As well, social work students in the Moose Jaw area, along with their practicum supervisors, were invited to a potluck supper at the Moose Jaw Family Service Bureau. Richard Hazel, Executive Director, also attended and the Moose Jaw Times Herald reported the event in the local newspaper.

In April, the branch held its Annual General Meeting featuring freshly roasted coffee brought back from the Dominican Republic by Lydia Bruse.

June witnessed several local branch members attending the National Social Work Conference in Saskatoon. A highlight for the Moose Jaw Branch, was that Lois Lien, a member at large from the Moose Jaw Branch, was a presenter at this conference. We are very proud of Lois!

In September, due to a limited response, we were forced to cancel our "Forgiveness" conference that we had worked so hard at organizing. Many were disappointed but we vowed to try again.

In November, the branch held its annual Christmas Meet & Greet at the Heritage Inn. A large number of social workers attended and our local branch was very



pleased with the interest shown. Several raffles were held during the evening and we also distributed a membership survey.

Future Plans for the Branch

- Results of the membership survey are being tabulated and future plans revolve around the suggestions and comments made by the local membership.
- Another attempt at planning a workshop or conference will be made.

Respectfully submitted: Gwen Knoll, BSW, RSW (Sask.)



Northeast Branch Report

Chairperson: Lindsey Bruce Vice Chairperson: Kelly Anstey
Secretary: Sandra Neely Treasurer: Marylou Hamilton
Education Committee: Mabel Litowski/Leslie Christianson
Public Relations: Sheryn Peterson Branch Representative: Lucie Dmyterko

The Northeast Branch met on a quarterly basis and continued to draw its membership from the wide geographical area of northeastern Saskatchewan. Meetings rotated between Nipawin, Tisdale, and Melfort. The evening, dinner meetings focused on networking with fellow members, information sharing with a guest speaker, and updated news from SASW Advisory Board. The branch had a good year.

Guest speakers at meetings included a recipient of government financial assistance, a director of education, and a supervisor from Corrections & Public Safety. Thanks to the Education Committee for arranging such a diverse range of topics. Richard Hazel, Executive Director, attended the September meeting and reviewed the SASW Action Plan and Organizational Chart. To say that this information was well received is an understatement.

Northeast members continue to be involved with SASW activities, both at the local, provincial, and national level. Myrtie Rempel and Lucie Dmyterko attended the SASW Public Relations Committee seminar in Saskatoon. Hazel Berg is the provincial liaison to CASW for the promotion of aboriginal social workers, and Lucie Dmyterko is a member of the newly created SASW Volunteer Development Committee.

Five members from the Northeast Branch attended the National Conference in Saskatoon and brought back rave reviews. Congratulations are extended to Tracy Muggli and her committee! The Northeast Branch created a lottery for two



paid registration fees for the National Social Work Conference, with Lindsey Bruce, and Leslie Christianson, declared the lucky winners. Proceeds were used to purchase an item for the Silent Auction for the National Conference and the remainder was donated to the Tisdale Student Support Centre. Students from this alternate school setting crafted the ornate iron plant hangers for the Silent Auction.

Thanks to all members of the Northeast Branch for their time, energy and expertise you bring to each meeting and to SASW. Special thanks to Richard Hazel, and SASW Council/Advisory Board for directing the Action Plan which has given us, as a provincial association, clarity, definition, and direction.

The Northeast Branch is very honored and excited to co-host with the Prince Albert Branch the 2005 Provincial Conference and Annual General Meeting.

Respectfully submitted: Lucie Dmyterko, BSW, RSW (Sask.)



Prince Albert Branch Report

President: Susan Luedtke
Vice President: Audrey Zwack Treasurer: Sandra Bueckert
Secretary: Connie Banks/Katherine Olthuis

The Prince Albert Branch continues to meet on a monthly basis over the noon hour. The activities of the past year have focused on working with the Northeast Branch to organize the provincial conference. In December Richard Hazel and Tom Seeley attended our Branch meeting to provide information and discuss the work of the association. Members attending appreciated this opportunity to learn and raise questions and concerns.

The Prince Albert Branch has linked with the University of Regina Faculty of Social Work to co-host a Social Work Research Day on March 10th to celebrate Social Work Week. This day features research from recent Masters graduates and is open to members and the public for the nominal fee of \$10 dollars. The plan is to have the media there to provide an opportunity to educate the public about the profession and to highlight some of the exciting research that is occurring in our profession. As well, a letter to the editor of the local paper, Daily Herald, is being prepared to highlight the mission and values of our profession and the work of the association in this regard. It is our hope that this letter will be featured during Social Work Week.

The Branch has also been working on increasing the participation of social work students in both branch and provincial activities. To this end, dialogue was initiated with the Social Sork Student Association at the Prince Albert CEC, University of Regina, about having a student member act as a liaison between the students and the Prince Albert Branch. This position was implemented and we look forward to increased communication and involvement. One of the issues being looked at is how to provide students with more information about the SASW. In addition to this new initiative the Branch has begun discussions



with faculty and students regarding the initiation of a student mentorship program in Prince Albert where interested SASW members are matched up with interested students. There appears to be support and interest in this proposed program. More discussion will be occurring in May with the hopes of beginning this program in September, 2005.

In closing, I would like to thank branch and executive members for their continued interest, work and support of SASW.

On behalf of the Prince Albert Branch, I would like to thank Richard Hazel and Debb Fisher for their hard work and support provided to the branch. As well, I would also like to express appreciation to Tom Seeley for his leadership, time, and commitment to the mission of the association.

Respectfully submitted: Susan Luedtke, MSW, RSW (Sask.)



Regina Branch Report

Chairperson: Alice Parker

Treasurer: Maureen Sonntag Secretary: Adrienne Douglas

Members at Large: Linda Norton & Dianne Allen

2004 was a busy year for the Regina Branch Executive. Two events were hosted. In February, as a celebration for National Social Work Week, the Executive hosted a luncheon. Noella Crowe-Salazar presented a summary of her presentation for the National Social Work Conference in Saskatoon and Richard Hazel, Executive Director - SASW, gave an overview of the Strategic Planning process that the Association had embarked on. The lunch was very well attended and feedback from members was positive.

In November, the Executive hosted a Film Night at the Royal Saskatchewan Museum. We were entertained by the work of film maker, Zarqua Narwaz, who presented two short films that took a comedic look at contemporary Muslim life in the west.

The current Regina Branch Executive wishes to acknowledge the hard work of Kathy Willerth and Joyce Reid, past co-chairpersons, as well as Karen Page, past member at large.

2005 is off to a great start with another successful luncheon during Social Work Week. Hopefully, Regina area members will continue to support upcoming Regina events.

Respectfully submitted: Adrienne Douglas, BSW, RSW (Sask.)



Rural Social Work Interest Group

President/Branch Representative: Deborah Bryson Sarauer
Vice President: Barbara Ulmer
Secretary: Serena Landry
Directors: Gayle Hood, Jane Grieve, Joanne Schnenn, Hazel Berg

The Rural Social Work Group hosted a luncheon and round table discussion about rural social work at the National Social Work Conference held in Saskatoon. The luncheon was very well attended by social workers from across Canada. We talked about our experiences and our understanding of what it means to be a 'rural' social worker as opposed to a social worker that works in rural Canada.

Common issues for rural social workers included:

- Isolation from resources and peers
- Travel
- Safety
- What it really means to be a generalist social worker and the accompanying stigma of that phrase in an increasingly specialized profession
- Confidentiality and how we maintain it in rural settings
- Staffing shortages
- Rural communities each have their own identity and it takes a long time to get to know a community identity and even longer to be seen as an 'insider'.
- Application of social work ethics are slightly different in rural communities and that needs to be honored in some way,
- You need to be 'seasonally sensitive'.
- Networking with other social workers can be a problem – you often work and travel on your own.



The round table discussion was productive in identifying common issues, concerns and joys about working in rural communities. There were social workers present from Newfoundland to British Columbia and we were happy to have the opportunity to meet, greet and eat with other people who understand the meaning of the phrase “*rural social work*”.

Presently, there are 25 members of the Rural Social Work interest Group from all over Saskatchewan. There are also two associate members from out of the province.

Respectfully submitted: Deborah Bryson Sarauer, BSW, RSW (Sask.)



Saskatoon Branch Report

Chairperson : Ruth Mireau
Past Chairperson/Bylaw Updates: Tracy Muggli
Secretary: Terri Mooney
Treasurer: Richard Small
Education Committee Chair/UofR Representative: Darlene Chalmers
First Nations University Representative: Jason Albert
Mentorship Chairperson: Shirley LeClaire/Carol McGinnis
UofR Student Representative: Nicole Ingenthron
First Nations University Student Representative: Vacant
Members at Large:
Melanie Grace, Pat Cox, Jean Weins, Evelyn Hynes, Klaus Gruber,
Shelina Merali, Warren Postlewaite

The Saskatoon Branch was sad to see the departure of Paul Benson, Melissa Kelsey, and Wally Roth from the local executive. Tribute was paid at the annual meeting to **Arvo Raidal**, who died on October 12, 2003, and to **Wally Roth** who retired April 30, 2004.

In June, the branch was involved in hosting the **National Social Work conference**. Thanks to Tracy Muggli and Evelyn Hynes for chairing the conference and to a number of volunteers from the social work community in Saskatoon for making the entire conference so successful.

The Saskatoon Branch had a great time this year at the First Annual Golf Tournament, on Friday, August 27. We also hosted a sold out Christmas Luncheon on December 8, at which we collected \$300 for a local charity. We were delighted that Richard Hazel, Executive Director, and Tom Seeley, President, were able to attend.

The Mentorship Program opened the year with a luncheon hosted by the two Social Work Faculties, at the First Nations University. The committee reports



that they are delighted with the number of mentors who are volunteering to participate in the program. Members of this committee are also participating in the steering committee of the SWITCH program (Student Wellness Initiative Toward Community Health Agenda), which will be opening a student run clinic in the fall of 2005.

Educational events included an All Candidate Debate prior to the election in June, co-sponsorship of the Community Development Society annual conference and a workshop on November 24, with Dr. Joe Schaeffer, called "Community and Communications in a Diverse Society". The branch organized a one day workshop during Social Work Week, with the focus "Fairness and Well-being". Sessions offered throughout the day included a workshop on mediation and conflict resolution, an overview of a feminist research project on a domestic violence program, a self care workshop and poster presentations by a social work class.

The branch is finding our local email newsletter to be a valueable tool for informing social workers from our branch about a number of important issues and events.

Thank you to the SASW Selection Committee for selecting a local member, Tracy Muggli, as the 2005 Saskatchewan recipient of the CASW National Social Work Award.

Respectfully submitted: Ruth Mireau, MSW, RSW (Sask.)



Swift Current Branch

Co- Chairpersons: Krista Olson/Eunice Peters
Past Chairperson: Sandra Fortman
Secretary: Corliss Schaan
Treasurer: Loretta Rolfe Unger
Program Coordinator: Erica Matthews
Branch Representative: Krista Olson

Social Workers in the Swift Current area continue to meet four to five times from September through June. We have approximately four to eight people in attendance at the events, which include lunch hour meetings, or a social event in the evening. At our lunch hour business meetings, the Branch has started having social workers from different employment backgrounds give a brief presentation on the area in which they work.

Krista Olson was actively involved in the planning of the National Social Work Conference held in Saskatoon in June of 2004. Three members from the Swift Current branch attended this prestigious event, where 500 social workers gathered over four days to network, share wisdom and explore social issues.

The Swift Current Branch celebrated summer by having a BBQ at Eunice Peter's home. In September, our enthusiastic Program Director, Erica Matthews, who organizes all of our business and social events, arranged a meet and greet luncheon for social workers and potential members. Members volunteered at a Career Expo held at the Swift Current Comprehensive High School in the fall to provide information on a **career in social work**. We were fortunate to have Richard Hazel, Executive Director, visit our branch in November to discuss the SASW Strategic Plan. The final event of 2004 was our annual Christmas get together with the ever popular tacky gift exchange as the highlight of the evening.



Two of our executive members have joined SASW committees this year. Erica Matthews is a member of the Public Relations Committee and Krista Olson is a member of the Volunteer Development Committee. The branch is thrilled to have them involved at the provincial level.

Respectfully submitted: Krista Olson, MSW, RSW (Sask.)



Yellowhead East Branch

President: Kelly Karius
Vice President: Eileen Zarowny
Secretary: Tracey Roebuck/Eileen Zarowny
Treasurer: Kelly Stankewich
Branch Representative: Sandy Vaughan Hastie

The Yellowhead East Branch was active during Social Work Week. Branch members, who were also students, worked with a local social work class and invited Rawd Bieber and Graeme Mitchell to speak about same sex marriages from a social work and legal perspective. Their presentation was informative and enlightening, and led to much post-presentation thought and discussion. Members were also profiled in local newspapers.

Two of our members were present at the SASW orientation session for branch members, which was held in Regina on September 23, 2004. The session was appreciated and was found to be helpful in reaching a fuller understanding of the role of the SASW.

The branch hosted an informational evening with Will Woods from the Parkland Alcohol and Drug Abuse Society to discuss youth drug use in the Yorkton area.

Yellowhead East Branch has spent time reviewing and revising our constitution and bylaws for amendment at our annual meeting.

Discussion groups about Primary Health Care and the Health White Paper Review have taken place, and the branch is currently exploring ways that social workers can be involved in the development of Primary Health Care.



The Yellowhead East Branch has a member representing SASW on the CASW Board and one member on SASW Council as President. As well, the branch also has representation on the SASW Advocacy Task Team and the Scholarship Task Team.

Respectfully Submitted: Kelly Karius, BSW, RSW (Sask.)

