



ANNUAL REPORT **2020**

STRENGTHENING INDIVIDUALS, FAMILIES AND COMMUNITIES

MISSION / VISION STATEMENT

Mission Statement

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

- Regulation of the social work profession;
- Support to competent and ethical social work practice;
- Promotion of the profession; and
- Advocacy for social justice and well-being for all.

Vision Statement

SASW aspires to a Saskatchewan where:

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

VALUES AND PRINCIPLES STATEMENT

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

Respect

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

Ethical Conduct

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

Social Justice

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

Leadership and Accountability

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

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PRESIDENT'S REPORT

Submitted by: Erin Beckwell, MSW, RSW

What a year to step into the role of President of the Saskatchewan Association of Social Workers! Given all that's happened around us in the past year and a bit, I want to begin my message by expressing how incredibly proud I am of our social work colleagues around Saskatchewan, and around the world, for the resilience, tenacity, and compassion you have demonstrated. This has been a challenging year, and the Association has adapted, expanded, and continued to be a support to social workers in our province throughout all of the changes, uncertainty, and complexity we've faced. I would like to express gratitude to Past President Wanda Miller, Executive Director Karen Wasylenka, and everyone on Council for making the transition to the role of President of SASW a smooth one.

While many of our plans for 2020 had to be put on hold or adjusted, the SASW has continued our pattern of ongoing growth in membership. In spite of the pandemic, we made progress in many areas of our strategic plan and are actively working toward a renewed commitment to member engagement and support, equity and inclusion, advocacy, and effective stewardship of our resources. Highlights from the past year include:

- Working with branches to prepare for a very busy National Social Work Week in March, which was ultimately disrupted by the declaration of the global pandemic
- Supporting members to navigate practical and ethical considerations associated with scope of practice, responding to a public health crisis, and remote and interjurisdictional practice
- Hosting our AGM in a completely remote format for the first time in SASW history
- Virtually participating in Canadian Association of Social Workers and Association of Social Work Boards meetings and networking sessions

“This has been a challenging year, and the Association has adapted, expanded, and continued to be a support to social workers in our province throughout all of the changes, uncertainty, and complexity we've faced.”

While many of branches and members have shifted their focus to adapting to the reality of being essential workers and supporting their communities' pandemic responses, we continue to appreciate your support – and we look forward to a time when we can return to a more engaged connection, and even have an in-person visit! Thank you to Council, committee members, volunteers, and staff for your dedication, adaptability, and collaboration. I am excited to see what lies ahead for the Association, the profession, and the citizens of our province in the year ahead.

Hoping you are able to stay well, safe, and connected,



EXECUTIVE DIRECTOR'S REPORT

Submitted by: Karen Wasylenka, MSW, RSW

"The best laid plans..." seems to describe the year 2020; to say that the year was unlike no other is an understatement

The work of SASW carried on, albeit in a different way. Changes to our registration processes, changes to our meetings, changes to our work habits, and so much more! It was indeed a learning experience; but also an opportunity to implement new processes and to do things differently.

After sending out approximately 120 boxes of promotional items for Social Work Week, the celebrations were cancelled and the recognition of social work week was overshadowed by pandemic planning and shut down. Our "Social Work Champions" communications strategy,

developed with Benchmark Public Relations, was able to be highlighted through our Facebook Page. Many thanks to Tyrell Sargent & Michelle Zabiaka, Tammy Wagner, Wayne Cormier, Larissa Smeltzer, and Abby Lidster who volunteered to Champion social work in 2020.

"It was indeed a learning experience; but also an opportunity to implement new processes and to do things differently."

Following the initial comprehension of what was occurring, it became a time of getting back to business and figuring out how to manage our work given the constraints we were faced with. Changes were made to registration procedures – balancing efficiency with integrity and responsibility of our mandate.

During this time, the office received many calls from members with practice questions, as social work practice was changing. This was a learning experience for everyone and did raise some ethical questions regarding the role and practise of social workers.

Through it all, Council and committee work continued – as a provincial organization we were used to having teleconference and videoconference meetings. Much of the work of SASW continues to be accomplished through Branch and Committee work. The Strategic Plan developed in 2017 continues to guide our work, which is a shared responsibility of Council, staff, committees, and branches.

Our Annual General Meeting, planned for Weyburn, quickly became a virtual meeting through Zoom. It worked well – and most likely included members who would not have travelled to Weyburn for an in person evening meeting.

The Canadian Association of Social Workers (CASW) meetings were scheduled to be held in Calgary in July, to connect to the International Federation of Social Workers Meeting. Both became virtual, with CASW meeting being held on June 26. The Canadian Council of Social Work Regulators (CCSWR) Annual General Assembly and Board of Directors meeting was rescheduled to September 14, 2020. The Association of Social Work Boards (ASWB) held its General Assembly November 16 and November 20. SASW Advisory Board was cancelled in April, with a virtual meeting held on November 20, 2020.

"Through it all, Council and committee work continued – as a provincial association we were used to having teleconference and videoconference meetings."

SASW is also a member of the Council of Licensure, Enforcement, and Regulation (CLEAR), which is an international organization of regulatory bodies. CLEAR offers training on investigation of complaints which is very helpful to the Professional Conduct Committee, as well as offering a yearly conference which highlights issues faced by regulators, innovations in regulatory bodies, and trends in regulation.

SASW had a MSW practicum student, Trina Hodgson, from May-August, 2020. Trina's work centered on developing an educational module for SASW members on compassion fatigue and self care. SASW also hosted a CASW webinar in December, 2020, with Charmaine Panko on the changes to divorce laws and mediation.

As you will see from the Registrar's report, our membership continues to grow each year. This is encouraging for the social work profession and for SASW as we consider the needs of a growing membership.

In 2020, the Prince Albert Branch decided to become inactive. As well, the Social Justice committee became inactive in the last half of the year.

We also had a staffing change in 2020. Debb Fisher left SASW at the end of April with Reshma Santhosh joining SASW as Office Co-ordinator in September of 2020. Pam Schultz covered the office duties from May – August.

I would like to express my most sincere appreciation and thanks to all members who have been involved in branch, committee, and council work over the past year. Your efforts do not go unnoticed. I am also grateful to Fay Schuster who took the lead and worked tirelessly in 2020 on registration processes, responding to COVID-19 changes, and documentation of procedures related to registration. We welcome Reshma Santhosh to her role in keeping the office running smoothly and responding to inquiries from members and the public.

SASW COUNCIL 2020

Council Members effective May 28, 2020



President
Erin Beckwell, Saskatoon



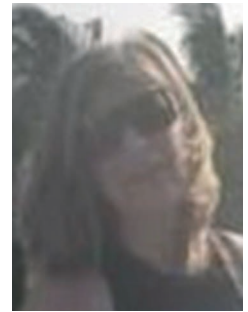
Past President
Wanda Miller, Weyburn



Secretary
Sheila Szakacs, Kipling



Treasurer
Carole Bryant, Regina



Member at Large
Ruth Ann Thomas, Saskatoon



Member at Large
Ryan Labatt, Regina



Member at Large
Margarita Sysing, Saskatoon



Public Representative
Sarah Tekatch, Saskatoon



Public Representative
Lynda Kushnir-Pekrul, Regina



CASW Representative
Hazel Berg, Melfort

In 2020, Council met on March 16, May 8, September 18, October 23, December 14. The Annual General Meeting was May 28. Council meetings are held by zoom videoconferencing. In addition to standing business items including financial reports and the Executive Director's report, Council discussed items related to COVID-19 and approved policy regarding Temporary licenses and reduction of CPE hours for 2020. Council meetings also included discussions on proposed amendments to the template legislation of regulators, trends in regulation, fee payment options, role of social workers in family law, review of Administrative By-laws, and the establishment and recommendations of the building committee.



REGISTRAR'S REPORT

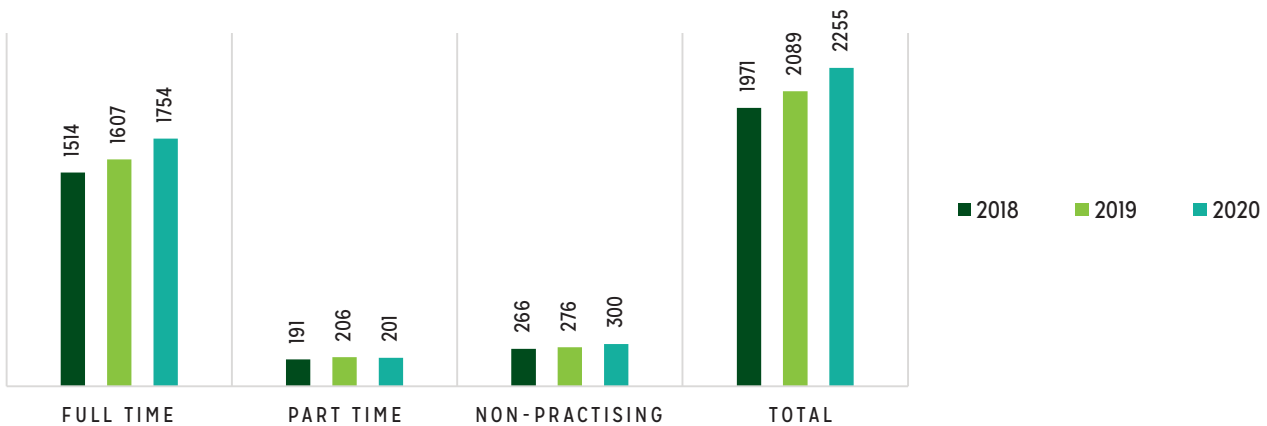
Submitted by: Fay Schuster, MSW, RSW

It has again been my pleasure to serve as the Registrar for 2020. As you will see from the membership information provided below that we continue to see a growth in membership numbers year over year. The profile of our membership remains relatively stable.

Membership Profile

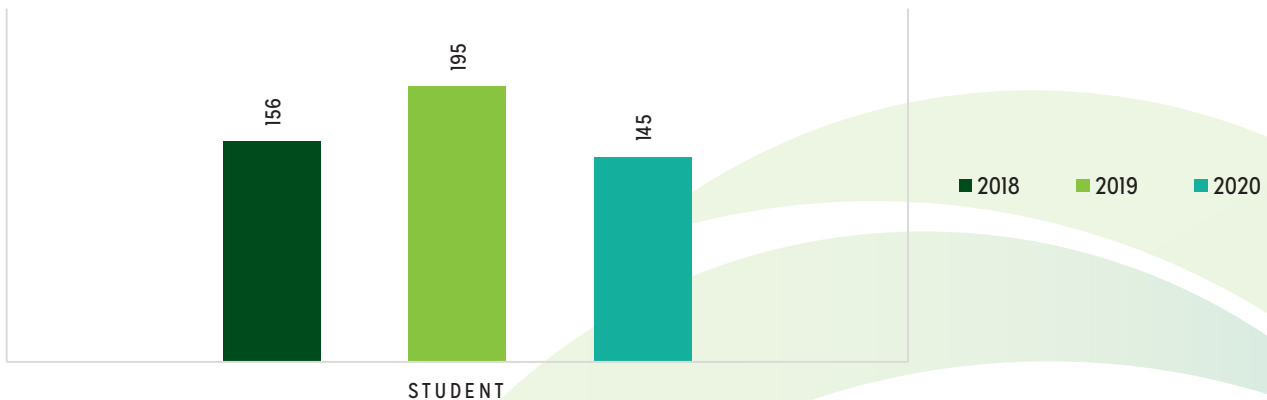
In 2020, our registered member numbers increased by 7.9% (166 members) from 2019 as noted in Table 1 below. This is similar to the increase seen in 2019. Most of the increase was seen in full time members (147), and non-practising members (24). Five members had Advanced Practice Endorsement designation in 2020.

Table 1 - Registered Membership



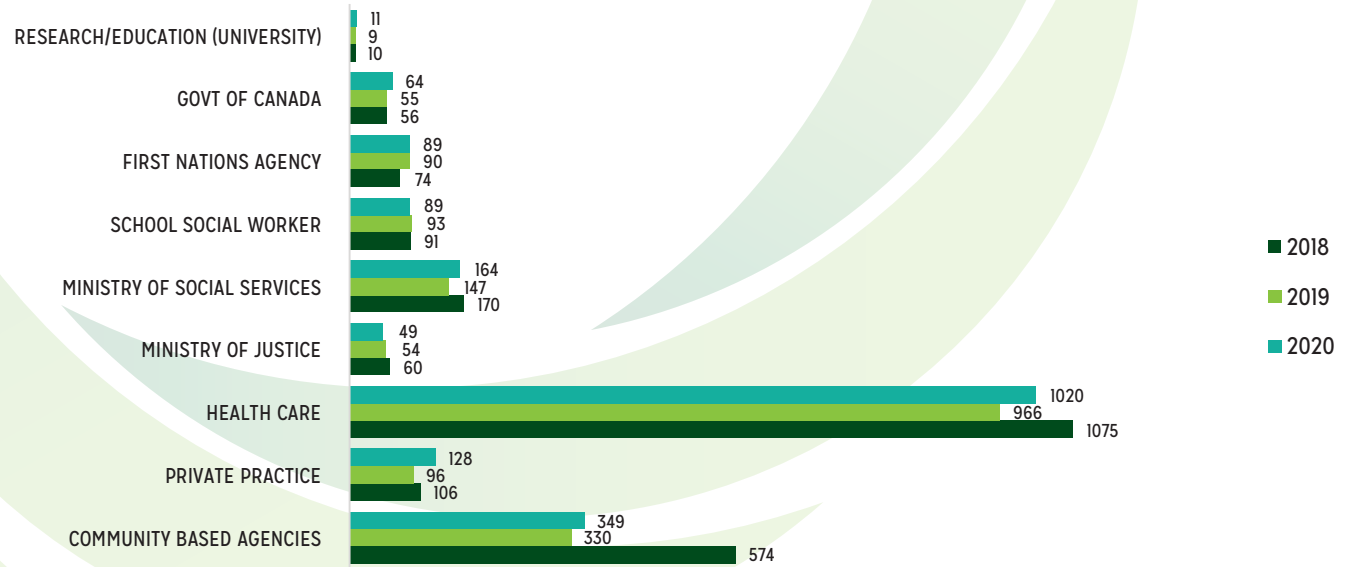
In 2020 the number of student members decreased by 25.6% as noted in Table 1.1 below. There may be a couple of explanations for this decrease. In 2020, we undertook a review of our student renewal and application processes within our online system to ensure we were accurately counting the number with an active student membership. Several student profiles showing active in our online system were in fact nonactive which may suggest our historical numbers were not accurate. The changes we have implemented should yield more accurate numbers going forward. A second explanation may be that the numbers were impacted by COVID-19 with students moving to online learning. Completing a student membership and making a payment may not have been a priority for students during this time.

Table 1.1 - Student Membership



The majority (86.7%) of registered social workers practicing full or part time, continue to be employed in community-based agencies and health care as noted in Table 2 below.

Table 2 - Employment



“The majority of registered social workers practicing full or part time continue to be employed in community-based agencies and health care.”

In 2020, the majority (77.8%) of registered members were practicing full time as noted in Table 3 below. This percentage is consistent with 2019. Most of our members continue to be female.

Table 3 - Gender

Gender Data for RSW	Registration Type	2018	2019	2020
Female	Full Time	1345	1415	1555
	Part Time	166	179	182
	Non-Practising	230	241	260
Male	Full Time	168	189	196
	Part Time	25	27	18
	Non-Practising	36	35	39
Other	Full Time		3	4
	Non-Practising			1

Note: Does not include Students.

Approximately 99% of registered members provided age information in 2020 (2241 members out of 2254). Approximately, 80% were between the ages of 30-64, 13% were under 29, and 6% were 65+. The age profile remains consistent with 2019.

Table 4 - Age

RSW Age Data	2018	2019	2020
20 - 24	58	53	69
25 - 29	221	237	228
30 - 34	321	333	370
35 - 39	283	318	353
40 - 44	240	267	290
45 - 49	169	198	221
50 - 54	201	188	187
55 - 59	192	220	227
60 - 64	152	147	147
65 - 69	68	79	93
70 - 74	34	31	37
75+	13	15	19
No Answer	19	3	13

Members reported approximately 18.5% less hours of Continuing Professional Education (CPE) Activities in 2020 compared to 2019. This is likely the result of the reduction in the required CPE hours for 2020 to 20 hours due to COVID-19.

The 99,242 hours of CPE reported represents approximately 53 hours per full and part time members (n=1867) that were required to submit CPE. New members and reinstating members in 2020 (n=114) are exempt from reporting CPE hours in the year they become a member or have their membership reinstated.

We continue to see some inflation of these numbers where members may still be exceeding the maximum claimable hours (i.e., supervision of social work students, committee work/board meetings).

Table 5 - Continuing Professional Education

Continuing Professional Education Data	2018	2019	2020
Category A - Formal Learning	45,791.85	50,060.93	40,898.88
Category B - Teaching/Mentoring	34,082.00	42,837.85	35,601.40
Category C - Informal Learning	25,330.74	28,932.58	22,775.66
Total Hours	105,204.59	121,831.36	99,242.94

Continuing Professional Education Audits

In 2020, 221 audits of continuing professional education (CPE) activities were completed representing 9.6% of renewing members (n=2122). The audits involved 32 initial e-mails being sent to members with numerous follow ups by phone and e-mail exchanges.

The purpose of the audits is to ensure members are competent and current as a way to protect the public. The audits are also a great opportunity to understand how members are understanding the CPE policy definitions and provide clarification and education. Members are often referred to review the CPE Q and As that is posted on our website.

Most of the audits indicated our members are undertaking appropriate CPE activities that meet the CPE policy definitions.

Audits of Non-practicing Renewals

In addition to the CPE audits, 93 non-practicing registrations were reviewed in 2020. Of those, 3 were not approved.

Registered members are eligible for the non-practicing registration when on a leave of absence from work, unemployed or employed but not in the practice of social work. Members who indicate “employed but not in the practice of social work” are required to provide a copy of their current job description for review. In some cases, the job description may not use the title social worker however the position is within the practice of social work as per the CASW scope of practice document. In these cases, the member is not eligible for a non-practicing registration.

Use of Title Follow-ups

In 2020, follow-up was done on seven cases regarding use of the title “social worker” in absence of registration. Five of the cases involved individuals and 2 involved organizations. Six cases were resolved through verbal communication and e-mails. One case is outstanding.

Use of title follow-ups are also completed on all renewals completed after January 1 of a year. In cases where the renewing member shows use of title in their online profile with SASW the licence is not issued until the use of title is resolved. A member who does not complete the annual renewal by December 31 in a year is no longer entitled to call themselves a social worker. We generally have one or two cases a year where this occurs.

Responding to COVID-19

To address the impacts of COVID-19, SASW implemented several processes to facilitate registration to ensure access to mental health support for Saskatchewan residents while ensuring we were following Public Health directives. Below are the key highlights:

- 1. Secured the services of Backcheck to complete online Criminal Record Checks (CRC).** As most police agencies restricted access to criminal record checks, SASW researched options and entered discussions with Backcheck. SASW entered a contract with Backcheck to create an organizational account where we could receive results directly into our account. Due to COVID-19, Backcheck provided this service to our applicants at a cost of \$18.00 to the applicant.
- 2. Accepting scan documents via e-mail with use of a “declaration statement” from the applicant.** Normally SASW requires the submission of original documents by Canada Post or courier. Many applicants could not obtain the required original Character Reference with many physical contacts lost with individuals working from home. This allowed SASW to continue and expedite registration by overcoming this barrier. SASW administrative support is now able to send the Registrar the documents by e-mail so applications can be approved by the Registrar working from home in real time.
- 3. Accepting University transcripts from the University by e-mail.** Most Universities moved to sending transcripts electronically which also expedited the registration process. For new graduates, some Universities delayed the conferring of the degrees. To accommodate this, SASW accepted a letter of completion from the University with a declaration completed by the new graduate that the transcript would be provided to our office within 6 weeks of the degree being conferred.
- 4. Issuing of Temporary Licences to Social Workers Outside of Saskatchewan.**

Section 5(l) of SASW’s Administrative Bylaws and SASW policy allows SASW to issue a temporary licence to a registered social worker in another jurisdiction in Canada or the US for a period of 4 months in a 12-month period during a state of emergency.

In 2020 SASW issued 31 temporary licences to registered social workers in other jurisdictions in Canada and the US. Requests for a temporary licence were vetted through the Registrar. Temporary licences were approved to accommodate continuation of services in cases where a University student returned to Saskatchewan while still connected to a social worker at a University in another province, or for border communities (i.e., Lloydminster) where a Saskatchewan resident could no longer travel to Alberta to receive in-person services.

Temporary licenses were reviewed on a case-by-case basis. With the expansion of online virtual practice, cases where the intent of the individual based on the organization, they worked for was to provide services to Saskatchewan residents in the long term as part of their practice were not approved for a temporary licence and were offered a regular membership.

- 5. 2020 Continuing Professional Education (CPE) Hours Reduction.** In 2020 SASW Council approved the reduction of the required 40 hours of CPE to 20 hours. This change was intended to reflect and acknowledge the stress of COVID-19 on our members both in the workplace and in-home life.

Increased Communication with Internationally Trained Graduates

SASW receives several inquiries every year from internationally trained graduates planning to seek residency in Canada/Saskatchewan. Often once arriving in Canada/Saskatchewan it is difficult for them to provide the documentation SASW requires for registration (i.e., Character Reference, Verification of Registration in another jurisdiction).

To assist and expedite the registration process once in Canada, internationally trained graduates are provided with a more detailed response and encouraged to have specific documents completed in their home country to bring with them upon arrival to Canada.

Adapting to Change

2020 brought several changes for SASW. As your Registrar, I cannot say enough about the leadership of our organization. You can be confident that we are focused on ensuring we create a positive, responsive environment for the public and our members.

I want to thank our Executive Director, Karen Wasylenska for creating a COVID-19 safe workplace and her leadership in looking at alternative ways to keep our organization fully functional.

I am always happy to hear and respond to member questions (even from my kitchen)!



CANADIAN ASSOCIATION OF SOCIAL WORKERS (CASW) REPORT

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

The first CASW Federation Meeting of 2020 was January 14. One of the major items was planning for the IFSW 2020 Social Work Conference to be held in Calgary in July 2020 and the next CASW Federation meeting was planning to be in Calgary in July 2020. It was planned so that members would have the opportunity to attend the International Social Work Conference while it was in Canada.

The major papers CASW were reviewing were: Modernizing health profession regulatory consultation Paper in British Columbia – Cayton Report, Mental Parity -legislation and complementary measures, CASW Climate Change and Social Work and Mandatory Minimums in the court system. In Feb 2020 CASW put out a Statement Opposing the arrests at Wet’suwet’en Territory.

March 10, 2020 was Social Work Day on the Hill. Senators present were: Senator Wanda Thomas Bernard, Senator Nancy Hartling, Senator Anderson and Senator Judith Seidman.

Changes to CASW board in February 2020 was Barb Whitenect replacing Vicki Coy in New Brunswick.

Two members of CASW Board including myself assisted with the Violence Evidence Guidance Action (VEGA) educational resources to review and make suggestions.

The CASW Board meeting on March 16, 2020 included the cancellation of the SWSD 2020 IFSW International Social Work Conference due to Covid-19, which was looking so exciting and being so well planned.

At the April 17, 2020m board meeting, the annual CASW Board Meeting and AGM were planned to be held virtually in June 2020. Covid -19 Information HUB was developed on the CASW website with information and assistance regarding the pandemic. A joint statement with the Canadian Medical Association, the Canadian Nurses Association and the Canadian Indigenous Nurses Association was released regarding the shortages of PPE.

CASW AGM 2020 elected President Joan Davis-Whelan replacing Jan Christianson-Wood. Four major project updates were: Code of Ethics and Guidelines; Practice – Review Survey; Scope of Practice; the Social Worker publication and Improved Credential Recognition.

July 15 – 19, 2020 saw the virtual IFSW online International Conference with a record number of participants.

CASW set up a peer-to-peer Facebook group page to provide contacts and assistance because of Covid-19.

Due to Covid-19 CASW Board considered the fees paid to CASW should be decreased.

The Pre-Budget Submission to the Standing Committee on Finance had recommendations regarding: Child Welfare Caseload Study; Loan forgiveness for remote social work students and Social Care Act of Canada.

The theme for National Social Work Month 2021 celebrations and promotion was agreed to be: “Social Work is Essential”

Glenda Webber, member for Newfoundland and Labrador, came on to the CASW Board in October.

Recommendations to Prime Minister Justin Trudeau were made for the Speech from the Throne on September 2, 2020.

At the CASW Board meeting on October 22, one of the reported tasks is the ongoing work toward the goal of reunification of the Ontario Association of Social Worker’s membership on CASW Board.

And, lastly, I will serve as the representative for North America on the IFSW Indigenous Commission and a member from the United States of America will take over next as they had forfeited to Canada due to the social climate in their country.

CANADIAN COUNCIL OF SOCIAL WORK REGULATORS (CCSWR)

Submitted by: Ryan Labatt and Karen Wasylenka

The Canadian Council of Social Work Regulators (CCSWR) provides a national structure for provincial and territorial social work regulatory authorities to act together as the voice on social work regulatory matters in Canada. The role of CCSWR differs from that of the Canadian Association of Social Workers (CASW) whose role is promotion of the profession and support to social workers. SASW is a member of both CCSWR and CASW.

In addition to continuing discussion on interjurisdictional electronic practice, CCSWR completed an interjurisdictional survey on regulation of child welfare staff. CCSWR does not have an office or staff support; work of CCSWR is done by members.

The Annual General Assembly and Board meeting was held virtually on September 14, 2020.

The Executive effective September, 2020 is:

President: Lise Betteridge, Ontario

Vice President: Barb Temmerman, Manitoba

Secretary: Karen Wasylenka, Saskatchewan

Treasurer: Ryan Labatt, Saskatchewan

Member at Large: Lynn Brogan, Nova Scotia

STRATEGIC PLAN HIGHLIGHTS

The responsibility for achieving the strategic goals adopted in 2017 includes SASW Council, Staff, Committees and Branches. Thank you to everyone who works hard to achieve goals. Highlights include:

Member Engagement

- Increase member commitment through greater engagement, purposeful branch and committee structure, communication, and practice support
- Committees and Branches provide support for activities and member involvement
- SASW members invited and involved in episodic volunteerism – i.e. student panel
- presentations, communications campaign, speaking to students, mentorship,
- newsletter articles, webinar presentations
- Practice Ethics committee provides to ethics consults, SASW staff provide information
- Practicum Student developed educational modules
- Use of technology to increase participation in meetings and events
- Revised Standards of Practice for Registered Social Workers adopted March 2020
- 90% renewal rate of members
- Recognition of social workers during National Social Work Month/Social Work Week

Inclusion

- Ensure an inclusive organization that is welcoming to under represented populations
- Responsive to inquiries
- Diversity a criteria in filling committee vacancies
- Outreach to students in Faculty of Social Work and First Nations University of Canada

Communications

- Increase member awareness through expanded internal communication, Increase public support of the profession through expanded external communications
- 3 newsletters per year produced and available to members
- Active Facebook page for sharing information
- Website updated on regular basis

Advocacy/Social Justice

- Influence public policy through targeted social justice activities
- Branches undertake advocacy efforts
- respond to opportunities for input into public policy
- Community events and social justice issues circulated on Facebook pages of SASW and Branches

Administration and Member Services

- Optimize organizational effectiveness and stability through improved administration processes, member service, and succession planning
- Procedures manual for registration and renewal processes developed
- Q & A documents posted on website for member's information
- Licenses posted on member's home page for accessibility and cost savings

Ensure Efficient Management of Resources

- Financial policies and procedures in place to ensure oversight
- Financial position of SASW remains sound

COMMITTEE REPORTS

AUTHORIZED PRACTICE ENDORSEMENT REVIEW COMMITTEE

Committee Members

Ralph Aman (Chair) Kathy Bovair
Patti Petrucka Ray Pekrul

Committee Purpose

The Authorized Practice Endorsement (APE) Review Committee has responsibility for reviewing, monitoring, and approving applications for the Authorized Practice Endorsement, implemented in May, 2018.

In 2020, one new application was approved to begin the supervised practice component of the requirements for the endorsement. As supervised practice is 2 years, we do not anticipate any new approvals for APE until at least 2022.

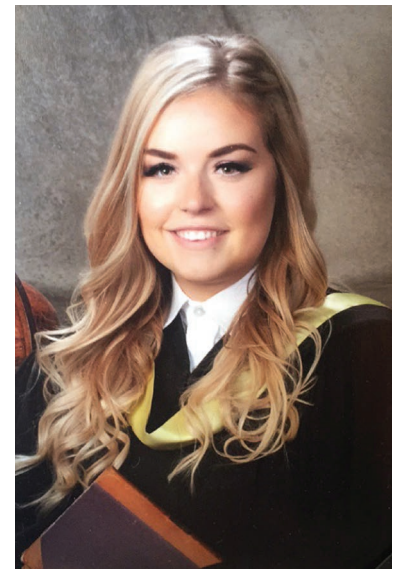
AWARDS COMMITTEE

Committee Members

Chelsie Piesinger Kristen Vass
Barb Pohozoff Glenda Carleton
Sophie Grahame

Committee Purpose

- To support and profile annual awards according to the policy set by Council.
- To promote the existence of the student award fund maintained by the South Saskatchewan Community Foundation.
- The Awards Committee selects the recipients of financial awards, scholarships, and bursaries from applications/nominations received. These awards include, but are not limited to, the Student Award and CASW/BMS Scholarships.
- The Awards Committee reviews nominations for the recognition awards, including but not limited to the SASW Distinguished Service Award and the CASW National Social Work Award, and recommends recipients to Council.



Jenna Aiken is the recipient of the 2020 Student Award.



Sandy Spender Johnson (right) receives the SASW Distinguished Services Award from her supervisor Marlene Salmers.

The Awards Committee was very busy early in 2020. The Committee awarded 7 CASW/BMS Scholarships for a total of \$2,580. The Committee selected Jenna Gobeil-Aiken for the 2020 Student Award of \$971.62. The Student Award is administered by the South Saskatchewan Community Foundation and is awarded each year to a student who demonstrates commitment to social work studies and community service.

Sandy Spender Johnson was selected to receive the 2020 Distinguished Service Award. The award is based on outstanding contribution in social work practice, professional commitment, and contribution to the work of SASW.

DISCIPLINE RESOURCE POOL COMMITTEE

Committee Members

David Rivers	Sherry MacBean Gross
Garry Prediger	Della Yaroshko
Kerry LaPointe	Laura Lynn Blackburn
Charlene Cameron	Beverly Wolfe
Anne Penniston Gray	Sarah Tekatch (public rep)
Shelley Whitehead	Lynda Kushnir-Pekrul (public rep)

Committee Purpose

In accordance with the *Social Worker's Act, (Sec.28 (3))*, the Discipline Committee I hears a complaint or complaints against a member that are brought by the professional conduct committee, and decides whether or not the member is guilty of professional misconduct or professional incompetence. In addition, upon a finding of guilt, the Discipline Committee may make orders including expulsion, suspension, limiting the practice of, and/or reprimanding the member.

There were no Discipline Hearings held in 2020.

PRACTICE ETHICS COMMITTEE

Donalda Halabuza (Chair)	Leanne Thoroughgood
Chrystal Giesbrech,	Andy Field
Kim Taylor	Morgan Avant
Kim Lees	Sherjan Maybanting

Committee Purpose

The purpose of the Practice Ethics Committee is to provide timely consultation to members of SASW on ethical issues. Members may submit a consultation request through the online system which is then responded to by the Committee. The Committee strives to respond to consultations within two weeks.

The Committee had five formal consults in 2020. Two consults were related to the impact of COVID 19 and social work practice; specifically scope of practice and provision of services. The other consults were related to confidentiality of information and files.

EDUCATION COMMITTEE

Submitted by: Rikki Gusway-Kelln, BSW, RSW

Committee Members

Jennifer Clarke	Kasey Mahnic
Kara Fletcher (U of R Rep)	Leanne Thoroughgood
Keri Hutchinson	Hayley Huartson
Karen Wasylenka (ex-officio)	Ellen McGuire
Amanda Mihalicz	Colleen Barss
Rikki Gusway-Kelln (Chair)	

Committee Purpose

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

Continuing Education

With the guidance of SASW Registrar, Fay Schuster, the Education Committee continues to support Registrar in enhancing the CPE Q&A Document.

2019 was a trying year for everyone as a result of the COVID-19 pandemic. The Education Committee recognized this early on and with the support from advisory, the committee requested reduced hours for Continuing Professional Education requirements for the 2019 year.

University of Regina

The Education Committee continues to volunteer in the BSW application process for the Faculty of Social Work at the University of Regina.

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

- University of Regina Senate – Jennifer Clark
- Undergraduate Studies Committee – Ellen McGuire
- Faculty Student Council – Rikki Gusway
- Graduate Studies Committee – Keri Hutchinson

The Education Committee continues to work with the University of Regina through faculty search committees. Karen Wasylenka is currently supporting the faculty in their search of new employees.

I would like to give a heartfelt thank you to all members who continue to share their valuable time, expertise, and wisdom by serving on the Education Committee. I would also like to extend my appreciation to the members of SASW for the hard work done by each of you in your communities. Saskatchewan is a better place because of each of you.

PROFESSIONAL CONDUCT COMMITTEE

Submitted by: Jim Walls, MSW, RSW (SK)

Committee Purpose

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

Committee Members

Chair:

Jim Walls

Members:

Deborah Bryson Saurer

Jean Wiens

Margaret Walraven

Patricia Erhardt

Investigator:

Sheena McCallion

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

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

There were a number of changes in the Committee membership this year. Garry Chrush resigned after many years of dedicated service to the Association. The Committee thanks him for his contributions. Karl Mack has taken a leave to pursue responsibilities with another professional organization. Erin Wasson has also taken a leave and hopes to return in the future. Patricia Erhardt joined the Committee in 2020 and is a valued member. The Committee has welcomed Lorna Gilbert, who will be added in 2021. The Committee will continue to add members as required. Consideration in recruitment includes area of practice, practice experience, geographic, gender and cultural diversity, as the Committee strives to reflect the membership of the Association.

The Professional Conduct Committee received a variety of complex complaints in 2020. The Professional Conduct Committee is directed as follows by The Social Workers Act:

26(2) On completion of its investigation, the professional conduct committee shall make a written report to the discipline committee recommending that:

- (a) The discipline committee hear and determine the formal complaint set out in the written report; or*
- (b) No further action be taken with respect to the matter under investigation.*

The activity of the Professional Conduct Committee in 2020

Open files from 2019	11
New files opened in 2020	9
Files closed in 2020	13
Files remaining open as of Dec 31, 2020	7

The complaints received by the Professional Conduct Committee are varied, however a common theme is they are almost always complex and require careful management.

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

PUBLIC RELATIONS COMMITTEE

Submitted by: Deb Mooney

Committee Members

Co-chairs:

Deb Mooney
Kimberley Wilson

The year 2020 has proved to be a challenging year for all of us. Our world has undergone significant periods of chaos and masses of people have begun to challenge the status quo. Social media is a forum that is a proven avenue of reaching and uniting likeminded people.

The PR committee has continued to utilize the Facebook page as the primary method of communication. It has over 1,000 followers province wide and provides valuable information on upcoming events and workshops, articles of political interest, moments of humour, employment opportunities and pride in being a Social Worker.

In addition to the Facebook page, the Public Relations committee also created and sent out a calendar to SASW members filled with inspirational quotes and beautiful photos. Reminders that even while we are in the throes of a pandemic and sometimes struggle with the demands of our chosen profession we are making a difference.

As we all know SWAG is always a welcome form of promotion, so of course, there were many available items. Pens, notepads, micro clothes and cell phone stands were distributed to the local branches where they were dispersed to SASW members.

The Public Relations committee is small but 2021 will provide more opportunities for promotion and engagement of current and prospective members.

STANDARDS OF PRACTICE COMMITTEE

Submitted by: Kathy Bovair and Patti Petrucka, Co-Chairs

Committee Members

Patti Petrucka	Tanja Smiljic
Kathy Bovair	Marcie Nugent-Klein
Sandra Dobras	Luz Marcela Torres

Committee Purpose

The purpose of the Standards of Practice Committee is to regularly review and update professional standards for social work practice which will ensure the quality of professional social work services in the province.

After a comprehensive review of the Standards of Practice that began in 2018, the revised *Standards of Practice for Registered Social Workers* was approved by Council and adopted effective March 1, 2020. Following the considerable work in the two years prior, the Committee was able to take a much deserved break in 2020.

The Standards of Practice Committee will begin the next review in 2021. This is timely, with changes to practice which occurred due to the pandemic.

BRANCH REPORTS

SASKATOON BRANCH

Submitted by: Kimberley Wilson

2019-2020 Executive

Chair:

Kimberley Wilson

Immediate Past Chair:

Tammy MacFarlane

Treasurer:

Marisa Kermack

Secretary:

Sandra Nourse

Kristin Wilde

Director of Communications:

Gina Lewis

Members at Large:

Jill Bachiu

Carolyn Tran

Damilola Toyin-Adeyemi

Markus Beveridge

Jasmine St. Marie

Mumtaz Naseeb

Dixie Kenney

Angela Luron

Angie Pollom

Heather Crooks

Mentorship Chair:

Dixie Kenney

Education Organizer:

Heather Cooks

Social Justice Chair:

Allison Morgan

Brandy Bayda

Members and Community Relations:

Jill Bachiu

SASW Provincial Advisory Council Rep:

Open

University of Regina Faculty Rep (Saskatoon Campus):

Carolyn Tran

BISW Rep (Saskatoon):

Chato Dillon

BSW Rep (Saskatoon):

Adedolapo Dare, SWSS President (Dec 2019)

Kayla Trotter, Co-Presidents (Jan 2020 to present)

Diana Rodas, Co-Presidents (Jan 2020 to present)

MSW Rep (Saskatoon):

Markus Beveridge

The Saskatoon Branch remains engaged in the areas of Mentorship, Education, Social Justice, and Member & Community Relations. From the beginning of the COVID pandemic in 2020, the Saskatoon Branch stayed connected. Primarily by using social media, social workers posted updates about new health regulations, available services, and much needed supportive kindness. Throughout the days, weeks, and months we affirmed, "Social Work is Essential."

On November 23 and December 4, 2020, the Education committee offered Trauma Informed Workshops to registered Social Workers and student members with Erin Beckwell. The event was well supported and appreciated by everyone who attended.

The Saskatoon Branch continues to sell the in-demand camping style mug with MOTIF including the new SASW logo.

In November, the Saskatoon Branch facilitated presentations around student membership, registration via Zoom to a few social work classes, and the Saskatoon Branch at FNUC as well as Faculty of Social Work Saskatoon Campus.

The Saskatoon Branch is grateful for the many opportunities to engage with our membership and looks forward to 2021.

SOUTH EAST BRANCH

Although we were in the midst of a pandemic during most of 2020, our SE SASW Branch did its best to remain active with member engagement. Our branch held five meetings in 2020, with meetings being initially held by WebEx and Zoom.

On January 8, 2020, our branch sponsored a public event hosted by the Credit Counselling Society, to provide a public information workshop on budgeting and managing finances.

Our Southeast Branch created a new branch email to assist with information sharing with our branch members.

Professional development/education of our members is an important priority and we are having discussions about virtual professional development opportunities in 2021 however, due to the pandemic were unable to host our Lunch and Learn during 2020 Social Work week and did not have any education events in 2020.

The 2020 SASW AGM, to be held in Weyburn, had to be cancelled due to pandemic; however, the Southeast Branch is hopeful to have the opportunity to host once we are able to do so.

Our SE branch held their virtual AGM on June 22, 2020 via WebEx, with 19 in attendance. At that time, our SE Branch Chair Natalie Bieberdorf stepped down and Jennifer Hill stepped in to the role, Maureen Kraemer as the Vice-Chair, Carrie Thorn-Langer remained as Treasurer and Cathy Davis and Lorraine Wilkinson as the Secretaries.

SWIFT CURRENT BRANCH

Chair:

Justine Powell

Secretary/Treasurer:

Corliss Shaan

Program Coordinator:

Cassidy Wiebe

The Swift Current Branch started the year off with celebrating Social Work by attending Swift Current City Council and declaring it Social Work Week with the City of Swift Current. This was a great opportunity to share with city council and community members the role of social workers in the province and the tremendous work we do.

The Swift Current branch had planned 3 different speakers to help celebrate social work week. Unfortunately this was cancelled as the week this was organized, Covid restrictions were implemented for the first time in our community.

In June, our executive sent a Survey Monkey to all SC SASW members. The purpose was to glean information from our members to find out what the members would like from our local branch and how we could best serve them. We also asked questions regarding self-care to find out how people were coping. From this survey we learned people were looking for information or presentations on certain topics, that they were interested in attending our AGM via zoom, and that they seemed to be coping well with the added demands due to the pandemic at that time.

An email was sent to our local branch members with a curated list of resources our executive team was finding helpful during the pandemic. The curated list had webinars, books, handouts and video recommendations from a variety of topics that members had expressed interest in from the survey monkey.

In July we held our AGM via zoom and we also had a guest speaker present on music therapy. At this time we also elected our executive.

We are not sure what 2021 will hold, but we hope to offer some more virtual opportunities for members and we hope to support our local branch anyway we can.

YELLOWHEAD EAST BRANCH

Our branch was able to purchase a Zoom account to use for our professional Development (PD) event and team meetings. This was successful in allowing many people to attend our PD event on October 15, 2020 and allowed us to continue with team meetings as we saw fit.

Our PD event was a Book Reading & Signing with Corrine McArthur, a local Social Worker to our area. We purchased copies of Corrine's book and sold them at cost to attendees and gave away two copies (one to an in-person attendee, and one to a virtual attendee). There were 12 in-person registrations and 16 virtual registrations (both numbers including branch members). Corrine provided a powerful, insightful and thought-provoking reading of her book "Decolonizing the Healing Process from Sexual Trauma" to participants. Q&A time was allotted for the end of the event. Corrine was provided with an honorarium and tobacco for her efforts in making the event a success.

Our Student in Need fund continues to be a great success in that we continue to provide families and students with the necessary funds for specific needs. Examples of assistance provided through this fund includes but is not limited to purchasing winter boots, school supplies, head lice treatment kits, etc. Many of our members work in the schools; therefore, the needs of the students are more visible and we are able to address them financially as a branch.

Many of our members attended the local event showing the film "We Will Stand Up" by Tasha Hubbard which was hosted by MCoS. Our members are always looking for ways to grow our mindsets in any form of Social Work sense. The members who attended were able to pass on their thoughts on the film to the other members. The synopsis of the film can be found here: <https://www.nfb.ca/film/nipawistamasowin-we-will-stand-up/>

Cheers to 2021!

HUMBOLDT AND AREA BRANCH

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

The Humboldt SASW Branch started off 2020 planning some exciting workshops for our members and the community for Social Work Week. On March 25 we had planned an Addictions 101 workshop for a professional development day. The evening of March 26 we had planned a community mental health workshop presented by the Canadian Mental Health Association. Unfortunately both of these wonderful educational opportunities needed to be cancelled due to COVID 19 Pandemic restrictions.

We had also been meeting on a monthly basis in person and had cancelled our meetings from April until we resumed in June virtually. The Humboldt SASW Branch continues to be an excellent platform for rural social workers to connect. It can be very isolating working in a rural, sometimes with very few colleagues, and the SASW Branch gives us an opportunity to collaborate.

The COVID 19 Pandemic has forced us to adapt to the way we connect so we are planning some virtual workshops for 2021 Social Work Week. We are in the planning stages and are excited to start advertising in the near future!

FINANCIAL STATEMENTS



Saskatchewan Association of Social Workers

Audited Financial Statements

For the Year Ended December 31, 2020

Independent Auditors' Report

To the Board of Directors of Saskatchewan Association of Social Workers

Opinion

We have audited the financial statements of Saskatchewan Association of Social Workers, which comprise the statement of financial position as at December 31, 2020, and the statement of operations, statement of changes in net assets and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, except for the possible effects of the matter described in the Basis of Qualified Opinion paragraph, the accompanying financial statements present fairly, in all material respects, the financial position of the Entity as at December 31, 2020, and its financial performance and its cash flows for the year then ended in accordance with accounting standards for not-for-profit organizations (ASNPO).

Basis for Qualified Opinion

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

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

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

Management is responsible for the preparation and fair presentation of the financial statements in accordance with ASNPO, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

Priority Accounting Services CPA Prof. Corp.

2144 Cornwall Street
Regina, SK, S4P 2K7
Tel: 306-565-2777
Fax: 306-565-2633

Independent Auditors' Report continued

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

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

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

Priority Accountants CPA

Priority Accounting Services CPA Prof. Corp.
Chartered Professional Accountants
2144 Cornwall Street
Regina, SK, S4P2K7
May 3, 2021

Saskatchewan Association of Social Workers

Statement of Financial Position

As At December 31, 2020

	2020	2019
Assets		
Current Assets		
Cash	\$ 708,921	\$ 113,248
Accounts receivable, net of allowances (Note 3.)	29,958	14,620
Prepaid expense	2,507	-
Total Current Assets	741,386	127,868
Investments (Note 4.)	1,033,069	1,352,083
Property, plant and equipment, net of accumulated amortization (Note 5.)	105,293	109,448
Intangibles, net of accumulated amortization (Note 6.)	12,968	17,290
Total Assets	\$ 1,892,716	\$ 1,606,689
Liabilities and Net Assets		
Current Liabilities		
Accounts payable and accrued liabilities (Note 7.)	\$ 61,971	\$ 7,277
Deferred revenue (Note 8.)	680,131	628,466
Total Current Liabilities	742,102	635,743
Net Assets		
Invested in capital assets	118,261	126,738
Unrestricted net assets	1,032,353	844,208
Total Net Assets	1,150,614	970,946
Total Liabilities and Net Assets	\$ 1,892,716	\$ 1,606,689

Approved on Behalf of the Board:



Erin Beckwell, MSW, RSW, President



Carole Bryant, MSW, RSW, Treasurer

Saskatchewan Association of Social Workers

Statement of Operations

For the Year Ended December 31, 2020

	2020	2019
Revenue		
Ads (newsletter/website)	\$ 7,600	\$ 11,949
Conference	-	6,300
Discipline Hearing Penalties	18,600	7,600
Interest income	16,766	14,152
Membership	722,926	649,632
Other revenue	1	200
Total revenue	765,893	689,833
Operating expenses		
Amortization of intangible assets	4,323	4,323
Amortization of tangible assets	5,415	5,831
Audit and accounting	10,095	6,926
Awards and honorariums	1,113	1,033
Bad debt expense	300	-
Bank and credit card charges	19,567	18,493
Branch payments	3,906	6,660
C.A.S.W Fees	81,750	76,342
Committee expenses	911	50,173
Communication/Marketing	12,006	12,092
Computer-related expenses	1,130	-
Conference	-	6,300
Contract	19,439	17,105
Courier	1,890	877
Employee benefits	26,074	32,057
Insurance	2,780	4,167
Legal fees	38,017	97,146
Memberships	1,733	635
Newsletter	6,337	2,945
Office stationery and supplies	6,474	7,218
Online registration system	15,776	12,285
Other utilities	3,966	3,936
Postage	5,975	14,406
Printing/ Copier machine	12,930	18,430
Property taxes	6,810	6,679

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

Saskatchewan Association of Social Workers

Statement of Operations

For the Year Ended December 31, 2020

	2020	2019
Repairs and maintenance	10,991	13,158
Salaries and wages	279,548	187,081
Special events	629	2,920
Telephone and telecommunications	6,252	13,474
Workshop	88	63
Total operating expenses	586,225	622,755
Excess of revenue over expenses	\$ 179,668	\$ 67,078

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

Saskatchewan Association of Social Workers

Statement of Changes in Net Assets

For the Year Ended December 31, 2020

	Invested in Capital Assets	Unrestricted Funds	2020	2019
Net assets - beginning of the year	\$ 126,738	\$ 844,208	\$ 970,946	\$ 903,868
Amortization	(9,738)	9,738	-	-
Purchase (disposal) of capital assets	1,261	(1,261)	-	-
Excess of revenues over expenses	-	179,668	179,668	67,078
Net assets - end of the year	\$ 118,261	\$ 1,032,353	\$ 1,150,614	\$ 970,946

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

Saskatchewan Association of Social Workers

Statement of Cash Flows

For the Year Ended December 31, 2020

	2020	2019
CASH FLOWS FROM OPERATING ACTIVITIES:		
Excess of revenues over expenses		
Items not affecting cash:	\$ 179,668	\$ 67,078
Amortization	9,738	10,154
Prepaid expense	(2,507)	-
Accounts receivable	(15,338)	4,988
Accounts payable and accrued liabilities	54,694	(9,075)
Deferred revenue	51,665	90,606
TOTAL CASH FLOWS FROM OPERATING ACTIVITIES	277,920	163,751
CASH FLOWS FROM INVESTING ACTIVITIES:		
Additions to capital assets	(1,261)	-
NET CASH USED BY INVESTING ACTIVITIES	(1,261)	-
CASH FLOWS FROM FINANCING ACTIVITIES:		
Purchase (redemption) of investment	319,014	(532,193)
NET CASH USED BY FINANCING ACTIVITIES	319,014	(532,193)
Net cash increase (decreases) in cash and cash equivalents	595,673	(368,442)
Cash and cash equivalents at beginning of period	113,248	481,690
Cash and cash equivalents at end of period	\$ 708,921	\$ 113,248

Cash and cash equivalents consist of the following:

Cash	\$ 708,921	\$ 113,248
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The accompanying notes are an integral part of these financial statements.

Saskatchewan Association of Social Workers

Notes to the Financial Statements

For the Year Ended December 31, 2020

1. Nature of entity

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

2. Significant Accounting Policies

a. Revenue recognition

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

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

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

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

b. Cash and cash equivalents

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

c. Marketable securities

Marketable securities are recorded at the lower of cost or market. The market value of marketable securities held on December 31, 2020 was \$ 1,033,069 (2019 - \$ 1,352,083).

d. Receivables

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

e. Property, plant and equipment

Property, plant and equipment is carried at cost. Amortization is calculated using the declining balance method over estimated useful lives. Amortization expense for December 31, 2020 was \$ 9,738 (2019 - \$ 10,154).

Saskatchewan Association of Social Workers

Notes to the Financial Statements

For the Year Ended December 31, 2020

2. Significant Accounting Policies continued

e. Property, plant and equipment continued

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

f. Intangible assets

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

g. Deferred revenue

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

h. Financial instruments

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

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

i. Fair values not materially different from carrying values

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

ii. Fair values not materially different from book values

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

Saskatchewan Association of Social Workers

Notes to the Financial Statements

For the Year Ended December 31, 2020

2. Significant Accounting Policies continued

h. Financial instruments continued

iii. Not subject to interest, currency or credit risk

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

iv. No significant exposure to foreign currency exchange risk

The association does not have any business in foreign countries. At December 31, 2020 the association did not have significant exposure to foreign currency exchange risk.

v. No significant risk due to short-term maturity

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

i. Use of estimates

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

3. Receivables

a. Accounts by period

Accounts receivable consist of the following:

	2020	2019
Accounts receivable	\$ 34,500	\$ 20,700
Allowance for doubtful accounts	(12,000)	(12,000)
Interest receivable	7,458	5,920
Total	\$ 29,958	\$ 14,620

Saskatchewan Association of Social Workers

Notes to the Financial Statements

For the Year Ended December 31, 2020

3. Receivables continued

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

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

	2020	2019
Allowance, beginning of period	\$ (12,000)	\$ (18,375)
Provision for uncollectible accounts	(300)	(12,000)
Write-off uncollectible accounts	300	18,375
Allowance, end of period	\$ (12,000)	\$ (12,000)

4. Investments

	2020	2019
Conexus Sub 385 GIC, April 2, 2021 - 1.80%	\$ 250,000	\$ -
Conexus Sub 388 GIC, May 18, 2021 - 1.45%	129,923	-
Conexus Sub 390 GIC, May 18, 2021 - 1.45%	61,025	-
Conexus Sub 391 GIC, June 24, 2021 - 1.00%	96,902	-
Conexus Sub 392 GIC, June 24, 2021 - 1.00%	94,226	-
Conexus Sub 393 GIC, Oct 18, 2021 - 0.75%	215,005	-
Conexus Sub 394 GIC, Oct 29, 2021 - 0.75%	185,988	-
Conexus Sub 364 GIC, May 18, 2020 - 1.45%	-	128,061
Conexus Sub 325 GIC, May 20, 2020 - 1.45%	-	60,150
Conexus Sub 374 GIC, June 24, 2020 - 2.20%	-	94,810
Conexus Sub 376 GIC, June 24, 2020 - 2.20%	-	92,192
Conexus Sub 380 GIC, Oct 18, 2020 - 2.15%	-	177,637
Conexus Sub 381 GIC, Oct 28, 2020 - 2.15%	-	149,232
Conexus Sub 383 GIC, Oct 28, 2020 - 2.10%	-	75,000
Conexus Sub 384 GIC, Dec 16, 2020 - 2.00%	-	575,000
Total investments	\$ 1,033,069	\$ 1,352,082

Saskatchewan Association of Social Workers

Notes to the Financial Statements

For the Year Ended December 31, 2020

5. Property, plant and equipment

Property, plant and equipment consist of the following:

			2020	2019
	Cost	Accumulated Depreciation	Net Book Value	Net Book Value
Land	\$ 20,000	\$ -	\$ 20,000	\$ 20,000
Building	169,559	(89,926)	79,633	82,951
Office equipment	24,503	(23,949)	554	693
Computer equipment	38,694	(34,873)	3,821	4,198
Furniture and fixtures	9,031	(7,746)	1,285	1,606
Total	\$ 261,787	\$ (156,494)	\$ 105,293	\$ 109,448

6. Other intangible assets

Other assets consist of the following:

			2020	2019
	Cost	Accumulated amortization	Net Book Value	Net Book Value
Online Registration System	\$ 43,227	\$ (30,259)	\$ 12,968	\$ 21,613
Total	\$ 43,227	\$ (30,259)	\$ 12,968	\$ 21,613

7. Accounts payable and accrued expenses

Accounts payable consist of the following:

	2020	2019
Accrued liabilities	\$ 43,090	\$ 3,885
Employee deductions payable	-	(225)
Trade accounts payable	12,118	(114)
Wages payable	6,763	3,731
Total	\$ 61,971	\$ 7,277

Saskatchewan Association of Social Workers

Notes to the Financial Statements

For the Year Ended December 31, 2020

8. Deferred revenue

	2020	2019
Deferred revenue, beginning of period	\$ 628,466	\$ 537,860
Membership fees received during the period	680,131	628,466
Applied against operations	(628,466)	(537,860)
Deferred revenue, end of period	\$ 680,131	\$ 628,466

9. Significant event

In March 2020, there was a global outbreak of COVID19, which has had a significant impact on organizations through the restrictions put in place by the Canadian, provincial, and municipal governments regarding travel, business operations and isolation/quarantine orders. At this time, it is unknown the extent of the impact the COVID19 outbreak may have on the Organization as this will depend on future developments that are highly uncertain and that cannot be predicted with confidence. These uncertainties arise from the inability the duration of travel restrictions, business closures or disruptions, and quarantine/isolation measures that are currently, or may be put, in place by Canada and other countries to fight the virus.

10. Comparative figures

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



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