

ANNUAL REPORT

2022-23

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From left to right: Keara Grey (Social Work Consultant), Martine Paquet (Registrar), Laure Piccetto (Communications Officer), Shae McCarthy (Office Manager), and Miguel LeBlanc (Executive Director).

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President's Report



*Géraldine Poirier Baiani, RSW
NBASW President*

I would like to begin by saying that it has been an honor and a great privilege to have been given the opportunity to serve as your President and to help promote the NBASW's mission of promoting excellence in social work practice and of protecting the public for the last four years.

Looking back, it has been busy, exciting, and difficult at times. We have had a succession of significant events. A once-in-a-lifetime pandemic, significant labor unrest, big legislative changes with NBASW and Government, and of course, recruitment and retention issues. I am particularly proud of the following:

- The new NBASW legislation and bylaws we introduced in 2019 and 2020 which added « diagnosis » to the scope of practice.
- We were able to convince the Association of Social Work Boards (ASWB) to develop a French exam; this is being developed and worked on with a group of Social Workers from Canada and the US and should be available in 2026.
- We were able to obtain an excess of \$300,000 from the Provincial Government for our Public campaign which continues to this day. We also participated in many media interviews, including newspaper, radio and TV.
- We brought together employers, educators, unions, and social work leaders to develop a five-year Recruitment and

Retention Plan, based on the survey results of our membership.

- We participated in the improvement of the new Child and Youth Wellbeing Act. It was a historical moment when they allowed me and three others to testify before the Legislative committee. Our suggestions were added to the Act. This new Act specifically recognizes Registered Social Workers (RSWs) as the profession that delivers Child Protection services. This highlights the importance of the profession and also protects clients.
- We built bridges and forged common grounds with many groups, including CUPE, the First Nations, various Government departments, the Human Service Counsellors, and the new and upcoming Social Work Department at UNB-SJ.
- And finally, the piece of legislation you will vote on at the 2023 AGM. One that will introduce a new paraprofessional called social work technician. This has come as a recommendation from the Recruitment and Retention Steering Committee and was repeatedly mentioned throughout the Recruitment and Retention Survey. This legislation is not perfect, none is, it always means compromise, and this one is no different, but it is critical that you understand its importance as we look towards the future. We also developed a long list of policy positions and papers, but I don't have the room to list them all.

Before concluding, let me express some of my hopes for the future of this organization. I hope that we, as members of the NBASW, become future thinking and can accelerate our readiness and impact in a complicated and rapidly changing future. I hope we can watch and catch the signals, whether they are technological, economic, environmental, or global. The future is often right in front of us, we need to be constantly looking. I hope that our future will see more equity amongst our minority groups, expand health-related social work thinking, and practice for a rapidly changing future.

And a note of thanks; I have to express my debt of gratitude to the members of the Board for their friendship, invaluable support, and advice. You are the leadership team that guides the direction of this Association, you represent the membership and you have made this journey so enriching.

I would also like to pay tribute to the NBASW staff, Miguel, Martine, Keara, Shae, and Laure, whose efforts every day have kept the Association running smoothly. I admire their dedication to this work and believe I have made lifelong friends there as well. Indeed, for me personally, it has been an extremely rewarding

experience. We still have lots to do and we can always do better, but I am confident we have the tools and the people to do it!

Respectfully submitted,

Géraldine Poirier Baiani, RSW
President

Executive Director's Report



Miguel LeBlanc, BSW, MSW, RSW
Executive Director

As the Executive Director, I am responsible to lead, plan, and execute the implementation of the NBASW's Strategic Plan's four pillars (Member Engagement, Promotion of the Profession, Protection of the Public, and Governance and Resources), according to the Association's mission to protect the public and promote excellence in social work practice. We envision a professional organization that reflects the values of social work, provides ethical leadership, and instills public confidence, as we carry out our operational projects throughout the year.

I am also responsible for providing strategic leadership and executive support to the President and Board of Directors to meet the vision, mission, and strategic objectives of the organization. As always, I encourage you to review our strategic pillars and all of the committee reports, which provide a snapshot of some of the strategic activities that the Association has carried out over the past year.

This year, I would especially like to highlight the work of the Social Work Recruitment and Retention Strategy Committee, which I have had the pleasure of chairing. The Committee focuses on the current and future state of supply and demand of New Brunswick social workers to address gaps

through the Association-led five-year Recruitment and Retention Strategy. More details about the Recruitment and Retention Strategy initiatives can be found throughout the report.

Board of Directors

We are pleased to have representatives from across the province on our Board. Having representation from all regions in New Brunswick, including a public representative appointed by the Minister of Health, offers a wealth of perspective, knowledge, and experience that is crucial for fulfilling the NBASW's missions of protecting the public and ensuring excellence in social work practice. Currently, there are some Board vacancies. If you are interested in getting involved as a Chapter Executive, I encourage you to reach out to the NBASW office.

The Board of Directors met five times this fiscal year, including a meeting to discuss the drafted amendments to the NBASW Act that is being brought to this year's Annual General Meeting. Board meetings provide the opportunity to discuss different Chapter initiatives, concerns, special projects, and the governance of the Association, among other important issues. I want to thank all members of the Executive and of the Board of Directors for their ongoing leadership and commitment to the Association in ensuring the two legislated mandates are fulfilled. I especially want to thank Géraldine Poirier Baiani who has been the Association President for four years now. I have enjoyed working with her on countless projects and believe we have made significant, strategic changes, which I look forward to continuing with Carole Gallant, the newly appointed NBASW President, who will continue the great work of the Association through her new role.

Staffing

I want to express my sincere appreciation and thanks to my team: Martine Paquet, Registrar; Keara Grey, Social Work Consultant; Laure Piccetto, Communications Officer; and Shae McCarthy, Office Manager. The Association will be welcoming several students in the coming year to do internships, placements, and practicums with us.

Committees

NBASW Committees were very busy this year, actively engaging in a variety of projects, specific to their committee roles. I am grateful for each Committee's work and truly appreciate the dedication of members who continue to volunteer their time to the advancement of our profession and that of the NBASW. I look forward to seeing their ongoing work in the coming year.

Chapters

Chapters play a valuable role in our Association as they help create a welcoming space for members to meet and to continue to grow as professionals and colleagues. I would like to thank everyone involved with their local Chapters for their continued efforts to provide social and educational activities for members in your regions.

Miguel LeBlanc, BSW, MSW, RSW
Executive Director



Judi Levi (left), Miguel LeBlanc (middle), and Géraldine Poirier Baiani (right) during a visit at Neqotkuk (Tobique First Nation)

NBASW Strategic Direction

VISION

To reflect the values of social work, provide ethical leadership, and instill public confidence.

MISSION

To protect the public and promote excellence in social work practice.

VALUES

- Respect for the inherent dignity and worth of persons and the pursuit of social justice
 - Integrity in professional practice
 - Confidentiality in professional practice
 - Competence in professional practice
 - Diversity

NBASW STRATEGIC PILLARS

The NBASW's Strategic Pillars are the following:

- Pillar 1 - Member Engagement
- Pillar 2 - Promotion of the Profession
- Pillar 3 - Protection of the Public
- Pillar 4 - Governance and Resources

Meet Our **Board of Directors**

EXECUTIVE

President – Géraldine Poirier Baiani, RSW
Vice-President – Carole Gallant, RSW
Treasurer – Luc Poitras, RSW
Secretary – Julie Ouellette, RSW

OTHER REPRESENTATIVES

CASW Representative – Barb Whitenect, RSW
Mi'gmaq First Nations Representative – Vacant
Wolastoquiyik First Nations Representative – Vacant
Public Member – Candice Pollack

CHAPTER DIRECTORS

Acadian Peninsula – André-Marc Friolet, RSW
Chaleur – Éric Gauvin, RSW
Charlotte County – Vacant
Edmundston/Grand-Falls – Karine Levesque, RSW
Fredericton – Valerie DeLong, RSW
Miramichi – Mylène Morris, RSW
Moncton – Jenny Tracey, RSW
Restigouche – Tany Ndopedro, RSW
Saint John – Ian Rice, RSW
Sussex – Pamela Cole, RSW

Meet Our **Committee Chairs**

COMMITTEE CHAIRS

By-Laws – Anne Caverhill, RSW
Complaints – Omer Savoie, RSW
Discipline – Geneviève Forest-Allard, RSW
Education – Vacant
Examiners – Geneviève Bourgeois, RSW
Indigenous Guidance – Vacant
Management – Géraldine Poirier Baiani, RSW
Practice Issues, Ethics and Professional Standards – Jenny Tracey, RSW
Promotion of the Profession – Théo Saulnier, RSW
Social Action – Olivia Newcombe, RSW
Social Work Recruitment and Retention Strategy – Miguel LeBlanc, RSW

Meet Our Office Staff

EXECUTIVE DIRECTOR



Miguel LeBlanc,
BSW, MSW, RSW

Miguel leads and manages a team of professional employees. He is responsible for all matters related to the organization's Board of Directors, Chapters, Strategic Plan, and stakeholder and government relations.

REGISTRAR



Martine Paquet, RSW

Martine is the primary contact for practice standards, ethics and disciplinary processes. Martine also supports the regulatory process related to applications for registration.

COMMUNICATIONS OFFICER



Laure Picetto

Laure is responsible for the creation and planning of activities related to communications and media relations. This involves writing communications materials, and planning and arranging events.

SOCIAL WORK CONSULTANT



Keara Grey, RSW

Keara is responsible for activities related to the promotion of the social work profession, member engagement and social policy. She provides support to the Education Committee, the Social Action Committee, and Recruitment and Retention initiatives.

OFFICE MANAGER



Shae McCarthy

Shae is the first point of contact for the office and is responsible for day-to-day general inquiries, as well as reception of members and the public. Shae assists the Association staff by coordinating all administrative activities in support of the goals, vision, and mission of the Association. She also supports members through the membership application and renewal process.

NBASW Strategic Plan

The four Pillars of our Strategic Plan provide an exciting opportunity for change for our Association and we encourage everyone to take the time to consult the Strategic Plan, which can be found on our website. We've accomplished a lot from our Plan this year, but the following pages outline a snapshot of the main accomplishments of the Association during the year 2022-23.

PILLAR 1 - MEMBER ENGAGEMENT

- Organized and presented the 2021-2022 Annual General Meeting.
 - Worked with the Restigouche Chapter to present the 2021-2022 Annual Conference and Banquet.
- Organized and facilitated the 2021-22 Chapter Tour.
- Provided an information session to social work students from Université of Moncton regarding the NBASW, application process, and membership benefits.
- Provided an information session to social work students from the University of Maine at Presque Isle regarding the NBASW and the application process.
- Met with several social work students throughout the year regarding the scope of the profession and learning to practice.
- Provided an information session to social work students from Université de Moncton regarding the NBASW complaint process and ethical decision-making tool.
- Executed a 4 week-long wellness contest to promote member wellness during Social Work Month.
- Worked with the CASW to offer webinars, three of which were under the NBASW Professional Development Fund:
 - *Running on Empty: Vicarious Trauma*
 - *Meet People Where They Are At: Incorporating Harm Reduction into your Social Work Practice*
 - *Human Trafficking in Canada (in partnership with the NB Child and Youth Advocates Office)*
 - *La traite des personnes au Canada (in partnership with the NB Child and Youth Advocates Office)*
 - *Understanding Concurrent Disorders and Exploring Best Practices*
 - *A Structural Approach to Trauma-Informed Care*
 - *Engaging Clients and Their Families in Clinical Work*
- Prepared and sent 41 mass emails to members, including the NBASW's quarterly newsletter, continuing education opportunities, member consultations, and more.
- Met with representatives from Tobique First Nations to discuss how the NBASW and their government can work in synergy with efforts to implement their Child Welfare legislation.
- Acted as group interviewer for the St Thomas University – School of Social Work Bachelor of Social Work program entry to the program.
- Continued ongoing communications on the NBASW website and social media channels.
- Assisted the Edmundston Chapter with the development and rollout of a chapter survey.
- Met with the Executive Director of the Ontario Association of Social Workers due to their interest in learning about NBASW's process (engagement of members and stakeholders) to add advanced practice to our legislation, as Ontario is looking to add an advanced practice category in their legislation.
- Attended the Fredericton Chapter Social to celebrate the recipient of the Raoul Léger Award, Lorraine Whalley.
- Met with Fredericton Chapter to discuss ideas on increasing members' participation during Chapter events.
- Attended the Mi'kmaq Wolastoqiyik Association of Social Workers' Conference in Fredericton.
- Worked with Co-operators Insurance Group (NBASW partner) to offer two information sessions to members which included attendance incentives and developed an ongoing collaboration plan for 2023.
- Met with Social Development on multiple occasions regarding the Child and Youth Wellbeing Act regarding Department consultation.
- NBASW President was called as a witness on the Child and Youth Well Being Act.
- Met with the Executive Director/President of the College of Licensed Counsellors of New Brunswick on multiple occasions.
- Met with the new network led by the NBTA called Network for Caring Professionals in the School Systems which have a few professionals that work in the school system to discuss issues of potential concerns.

- Met with IEHP Navigation Consultant, Department of Health regarding International social work degrees.
- Met with the Registrar of the Nurse's Association of New Brunswick (NANB) regarding their experience adapting the Québec-France program for nurses trained in France.
- Attended Université de Moncton's Réunion du Comité consultatif on four occasions.

PILLAR 2 - PROMOTION OF THE PROFESSION

- Met with the m5 Marketing firm on multiple occasions to discuss the results of the public promotional campaign and to discuss the funding needs to continue the public campaign.
- Attended Université de Moncton's evaluation program accreditation review.
- Distributed hundreds of promotional items to members throughout the province.
- Participated in multiple Media Interviews, including:
 - o New Brunswick overhauls child welfare legislation, CBC News;
 - o N.B. child welfare bill changed to add children's rights, tracking outcomes of youth in care, CBC News;
 - o Une nouvelle loi pour intervenir plus rapidement auprès des enfants à risque, Acadie Nouvelle; and
 - o New Brunswick library system tries adding social work to its services, CBC News;
- Met with Alesha Gaudet, Acting Director for Long-term Care and Adult Protection branch, Social Development.
- Met with Julie Weir, CEO of NB Nursing Home Association.
- Met with Women Equality Branch about their ask for the NBASW to lead a project that would be 100% funded by WEB through Federal Funding due to our understanding of Gender Based Violence Crisis Line and credibility as an organization.
- Attended the Disability Support Service Task Force meetings.
- Attended the Strategic Leadership Committee Future NB led by PETL meeting with key leaders in diverse sectors to discuss the opportunities and benefits of experiential learning (e.g., discussing the opportunity for government to cover the travel or housing cost for social work students doing a field placement in hard to recruit regions).
- Met with the NB Health Regulatory Bodies Network.
- Met with founders of Wiki Academy to gain understanding of their program and discuss future opportunities in New Brunswick.
- Attended a presentation from PETL regarding Future NB.
- Met with an MSW student regarding the NBASW and profession of social work.
- Provided a presentation to social workers at the Fredericton Community Health Centre regarding Standards regarding the Capacity of Minors to Consent to Social Work Services.
- Attended the Food and Wine Gala Diner fundraiser for the Muriel McQueen Fergusson Foundation.
- Attended the selection committee meeting for the Lieutenant Governors Award for Excellence in Aging Award.
- Attended the biyearly NB Health Profession Regulatory Network meeting.
- Met with Social Development for their consultation Dialogue regarding seniors care in NB.
- Provided a presentation to school social workers regarding the Capacity of Minors to Consent to Social Work Services.
- Provided a presentation to social workers in the mental health field regarding the Capacity of Minors to Consent to Social Work Services.
- Met with Staff and Director at Continuing Education Program, Université de Moncton regarding their mandate and upcoming projects.
- Attended the Future NB Gala in Saint John.
- Attended the Forum on Health Information Governance in a Digital Era.
- Attended the National meeting regarding the Continuing Competence Conversation (with other social work regulatory bodies).
- Met to review and provide feedback to CASW regarding Anti-Racism Position Paper.

PILLAR 3 - PROTECTION OF THE PUBLIC

- Met with Dieticians Association Executive Director, Nicole Bishop, to discuss NBASW approach to foreign credentials.
- Met with DOH and PETL representatives regarding the Fair Registration Act and the foreign credentials and equivalency process.
- Attended the first Social Work Workforce Coalition with ASWB. Executive Director is one of four Canadian representatives appointed by ASWB to sit on this North American Coalition responsible for the social work census, practice analysis, and development of the new exam adapted in French and Spanish.
- Opened the 2023-2024 online membership renewal process, updated renewal form, met with internal team members regarding the division of responsibilities, communication timeline, co-ordinated with payroll deduction employers to arrange payment in light of the increase in membership dues, and developed the 2023-2024 Membership Renewal Guide.
- Completed the 2023-2024 Membership Renewal and met internally to review the 2022 renewal and identify updates necessary for Membership Renewal 2023, then troubleshoot new system issues with the Department of Health's online renewal system and implemented solutions to mitigate the impact on members and the team.
- Attended the CCSWR executive meeting and worked on financials. The NBASW Executive Director is the CCSWR Treasurer.
- Held several meetings with the CASW Scope of Practice and Ethics Committee who is developing the new Code of Ethics, and attended the CASW Code of Ethics committee meetings, which included focus groups regarding the new Code of Ethics (one English, one French).
- Attended the ASWB Education Meeting in Chicago. The NBASW President provided a presentation on the NBASW's process for the modernization of the NBASW Legislation.
- Met with Department of Health representatives regarding the Standards Regarding the Capacity of Minors to Consent to Social Work Services and the Guidelines on Assessing the Capacity of Minors.
- Answered ethical and practice questions from members.
- Met with Ad hoc Capacity Assessment Committee for updates (from NBASW and committee members) and to discuss next steps.
- Involved in the consultation process for amended Medical Consent of Minors Act. Specifically, NBASW communicated with key stakeholders, including the Ad Hoc Capacity Assessment Committee, regarding NBASW consultation recommendations and developed a brief of recommendations for consultation submission. The Association later met with Department of Health representatives for an update on the amendments being made to the Medical Consent of Minors Act.
- Attended the ASWB education meeting.
- Mitigated form issues impacting the application process, complaints process, and more on the website.
- Attended two meetings with the ASWB Social Work Workforce Coalition which groups major social work organizations across North America with the purpose of creating a new exam for the future social work profession by addressing systematic discriminations, language (French and Spanish). The NBASW requires a francophone exam before the NBASW can operational the Advanced Practice category found in our legislation and bylaws.
- Attended the briefing by PETL and DOH regarding the Fair Registration Act impacting all regulatory bodies in New Brunswick.
- Developed presentation and supplementary documents for the mandatory NBASW Ethics, Standards and Guidelines Training regarding the Standards Regarding Telehealth Services, the Use of Technology and Social Work Practice and recorded the online webinar and added all NBASW Ethics, Standards and Guidelines Training material to website for member distribution and communicated training launch with members.
- Provided a presentation on the NBASW Code of Ethics to staff members of Oetjgoapeniag Elnoei Family Services.
- Developed a document for the 2023-2024 government budget consultation.
- Attended the CASWE Accreditation meeting for STU BSW.
- Met in Nova Scotia at Millbrook First Nation for the national ED/Registrar annual meeting.
- Updated informational email for Internationally Educated Health Care Professionals to clarify the process and include complimentary resources.

- Developed a website plan to clarify the application process for prospective members and eliminate redundancies.
- Drafted a new Member Application Form and implemented its rollout.
- Developed Verification of Return from Leave Form to streamline the reduced rate request.
- Attended the Canadian Council of Social Work Regulators Board of Directors meeting.
- Met with the Director of the social work program, University of Maine and Presque Isle regarding the application requirements in New Brunswick.

PILLAR 4 - GOVERNANCE AND RESOURCES

- Worked on audit with the NBASW accountants.
- Digitized payment report record process.
- Developed Pre-Authorized Debit Program and met with UNI Caisse Populaire pre-authorized debit team and trained on the online payment processing system.
- Upgraded Survey Monkey system to facilitate bilingual surveys which allow the NBASW to send one survey in both languages instead of two separate surveys, facilitating survey send-outs, data analysis, and member access.
- Re-onboarded new Communications Officer.
- Compiled and created 2021-22 Annual Report.
- Worked with Restigouche Chapter to organize the 2021-22 AGM, Conference, and Banquet.
- Digitized process for final renewal reminder.
- Sent Strategic Plan Survey to members and prepared a data analysis report.
- Held postmortem meetings with NBASW Staff to debrief, and learn from major events (AGM, Annual Conference and Online Registration cycle with the lens of continuous improvements).
- Attended ASWB Annual Meeting in Scottsdale, Arizona.
- Attended the national meeting with all ED/CEO of social work organizations at the provincial and national level.
- Attended the breakfast CEO meeting with a network of the major Associations and Societies in NB.
- Continued to work on developing member resources and a process for operationalizing professional corporations, highlighting areas that warrant further information/clarity for NBASW and members.
- Completed Executive Director Training Manual.
- Acquired new office space.
- Acquired updated Adobe software to increase access to features.
- Clarified internal process for accounts receivable as they relate to employment listings and member communications.
- Met with the Management Committee to discuss the budget for fiscal year 2023-2024.
- Collaborated with Kensington Associates for assistance leading the facilitation of the NBASW Strategic Plan.
- Met internally regarding the operational plan, key performance indicators, and the completion of the 2017-2022 strategic plan.
- Met with UNI to finalize the investments for the NBASW has defined in the approved Investment Guidelines.
- Reviewed and updated Office Manager Training Manual.
- Clarified the electronic filing system for accounts payable, accounts receivable.
- Met with Social Development Deputy Minister and received the funding of 50k, matching the NBASW's contribution for the continuation of the promotional campaign.
- Developed membership and payment data breakdowns to support the budget, PETL Public Campaign partnership, and financial documents.
- Presented UNI Caisse Populaire with summary of partnership end of year one.
- Worked with the Board of Directors to develop the new 2023-2028 Strategic Plan.

STRATEGIC PRIORITY - RECRUITMENT AND RETENTION

- Met monthly with the Recruitment and Retention Steering Committee.
- Met monthly with the Child Protection Committee with Social Development and CUPE to align their work with the Recruitment and Retention Strategy's five-year Action Plan.
- Met several times regarding KPI 5 to discuss the main goals for Child Protection in the 5-year action plan.
- Met several times with the Demand Committee and Legislative Committee to discuss the potential of adding social work technicians to the NBASW Legislation and to provide input on the discussion paper that was distributed to members in November.
- Met with PETL regarding funds for the recruitment and retention strategy consultant.
- Met with EECD Director Kim Korotkov to invite her to the recruitment and retention strategy because of her responsibilities of implementing the new School Social Workers program in schools.
- Met with ISD Directors and leads to present the member survey report and high-level overview of the five KPIs for the 5-year plan.
- Held ongoing one on one meetings with key individuals and stakeholders to negotiate a consensus on a final document and strategic pillars.
- Met with the President of the Ordre des travailleurs sociaux du Quebec regarding the regulated profession of criminologist.
- Met with three managers from Vitalité to discuss social work technicians.
- Developed a draft discussion paper regarding Social Work Technicians for Legislation Committee feedback and implemented changes to the document as requested.
- Met with the Child and Youth Advocate and Deputy Advocate on the Recruitment and Retention Strategy.
- Met with Social Development Deputy Minister regarding Recruitment and Retention Strategy.
- Met with CUPE 1418 representatives on several occasions to discuss Recruitment and Retention Strategy.
- Met with CUPE 1418, Deputy Minister, Assistant Deputy Minister, Retired Assistant Deputy Minister, Executive Director, Director of Child Welfare, Director of Human Resources from Social Development and NBASW to discuss Child Welfare Recruitment and Retention issues.
- Met with Future NB Director regarding their program to support university students who are doing internships and/or field practicums.
- Met with Social Work Recruitment and Retention Supply Committee.
- Met a few times with the Director of Child Welfare and Executive Director – Moncton Region regarding the Recruitment and Retention Strategy.
- Met with the new Assistant Deputy Minister at Social Development.
- Met with the Associate Deputy Minister at the Finance and Treasury Board and Executive Director regarding the Recruitment and Retention Strategy.
- Attended the Child Welfare Committee meetings with the Department of Social Development Senior Management and Executive Management representatives, CUPE 1418 representatives and NBASW. There is an ongoing commitment to continue these meetings to discuss and find actions to deal with recruitment and retention efforts. These meetings have a direct link to the NBASW Recruitment and Retention Strategy 5-year action plan.
- Met monthly with the Recruitment and Retention Strategy Steering Committee to develop the five-year action plan, report, and Gantt Chart.
- Met with the NBASW Legislation Committee to review current NBASW legislation and identify sections for addition/modification, and developed new draft legislation.
 - Met with NBASW legal counsel to discuss Act amendments.
- Met with NFLD Executive Director because they are looking at the Social Work Technicians concept for their province.
- Met with PETL to discuss the next steps to operationalize the 5-year Recruitment and Retention Strategy including bridge funding dollars to hire another staff, and funding to operationalize other components of the plan.
- An expanded contract signed with Kensington and Associates to support the development of an accountability structure and the 5-year action plan development.
- Held internal team project mapping session for Gantt Chart objectives.
- Developed, prepared, and distributed member survey on Recruitment and Retention.
- Analyzed data obtained from Recruitment and Retention Member Survey.
 - Developed comprehensive report and analysis of Recruitment and Retention member survey data.
 - Developed committee, member, and stakeholder presentation(s) on the Recruitment and Retention member survey data analysis.

- o Presented data results and analysis to the Recruitment and Retention Steering Committee, Demand sub-committee, and NBASW Legislation Committee.
- Developed and publicly released the final report and one-pager for the Survey Analysis developed by the Demand Committee.
- Reviewed and revised the Recruitment and Retention Strategy Gantt Chart to clarify, streamline, and identify gaps. Worked with the Department of Health representative to bring recommendations to the Steering Committee.
- Developed a final draft report for the Recruitment and Retention Strategy Steering Committee. Developed updated draft report and documents accordingly, based on committee decisions/required.
- Met with Saint John Chapter members.
- Sent a social work technician discussion paper to members and collected and organized member feedback.
- Organized provincial Chapter Tour to discuss social work technicians and developed presentation material.
 - o Met with Edmundston, Chaleur, Restigouche, Sussex, Acadian Peninsula, Saint John, Moncton, Fredericton, and Miramichi Chapters for Chapter Tour to discuss social work technicians.
- Collected, organized, and distributed feedback received throughout the member consultation.
- Statement sent to the Times and Transcript newspaper and Radio Canada to confirm the Association support for paid field placement and how this could be a recruitment opportunity.
- Met with UNB SJ on two occasions.
- Coordinated meeting between the NBCC and Tobique First Nation at their community about the potential of creating a NBCC Social Service Community Workers program (social work technicians program) provided in their community.
- Facilitated the meetings between Université de Moncton and CCNB to develop a pathway (2 + 3) for a BSW degree.
- Supported the development of a Foreign Credential funding application that aligns with the needs of New Brunswick with the Government of New Brunswick.
- Met with Université de Moncton regarding social work technicians.
- Meetings with First Nation Directors regarding the implementation of Social Work Technicians and they committed to send letters of support.
- Ongoing one on one meetings with Child and Family Directors First Nations and confirmed 10 letters of support, 1 verbal support from 15 First Nation Communities supporting the NBASW regulating the Social Work Technicians paraprofessionals.
- Facilitated the partnership between NBCC Social Service Community Worker program and Tobique First Nations which will have a program provided in Tobique starting September 2023.
- Accepted the invitation from Tobique First Nations regarding the launch of the tripartite meetings for the implementation of Tobique's Child Welfare Legislation.

Association **Development**

This year was a busy one for the NBASW! Below are just some of the things our Registrar, Martine Paquet, our Social Work Consultant, Keara Grey, our Communications Officer, Laure Piccetto, and our Office Manager, Shae McCarthy did this year.

SOCIAL ACTION & SOCIAL POLICY

The NBASW's major project this year was the development of a 5-year Social Work Recruitment and Retention Strategy, which was developed to include a wide variety of strategic goals and actions aimed at recruiting and retaining social workers in New Brunswick. In the Association's ongoing efforts to push for social change and progressive social policy, the Strategy includes many goals and actions targeted at ensuring equitable recruitment and retention, including enhanced foreign credentialing processes and having employers maximize available provincial immigration programs to provide employees with pathways to permanent residency.

More information on the Strategic actions and their progress will be provided throughout the implementation phase of the Strategy.

2022-2023 was the first year that the NBASW's new Continuing Education Policy (CPE) was in effect (came into effect April 1, 2022). A requirement of the new policy is the completion of one NBASW Ethics, Standards, and Guidelines Training. This year's training was on the Standards Regarding Telehealth Services, the Use of Technology and Social Work Practice (2020). We wish to thank all members for completing the requirements of the CPE policy and for the positive feedback regarding the new ethics training, we look forward to providing annual training opportunities for members pertaining to the NBASW Code of Ethics, practice standards, and guidelines.

Throughout the year, the NBASW has continued pushing for increased access to child and youth mental health services. The NBASW adopted the Standards Regarding the Capacity of Minors to Consent to Social Work Services in February 2021 and the Guidelines on Assessing the Capacity of Minors to Consent to Social Work Services in February 2022. These Standards and Guidelines clarify that minors that are assessed as having the capacity to fully understand the nature and consequences of social work services, can provide consent to receiving social work services, without the consent of a parent or legal guardian. Although legally sound, the NBASW's Standards and Guidelines are not being recognized by all major employers. The NBASW has continued to advocate for legislative reform and policy reform within these organizations and will continue to do so in the coming year. The Association also plans to further educate members on these Standards and Guidelines in the 2023-2024 fiscal year, in its effort to remove barriers for children and youth wishing to access social work services.

As with previous years, the NBASW submitted a recommendation document for the government's annual provincial public consultation. The 2023-2024 Pre-Budget Consultation Recommendations advocate for investments in affordable housing and other systems that allow people to thrive and fully engage as citizens, including access to food, transportation, housing, and affordable and accessible childcare. It recognizes that investments in social assistance programs and healthcare, including mental health care, must also be made in order to meet the needs of New Brunswickers. Social workers have always played a vital role in these social programs and health systems. Recognizing the projected provincial social worker shortage, it is vital for the government to support the NBASW's Social Work Recruitment and Retention Strategy to increase the number of provincial social workers and meet the needs of New Brunswickers, now and for years to come.

SUPPORT TO COMMITTEES

The Registrar, Social Work Consultant, and Communications Officer are each responsible for supporting at least one NBASW Committee.

- The Registrar, Martine Paquet, supported the Practice Issues, Ethics and Professional Standards Committee, the Committee of Examiners, the Complaints Committee, and the Discipline Committee.
- Social Work Consultant, Keara Grey, worked with the Indigenous Guidance Committee, the Social Action Committee, the Education Committee.
- Communications Officer, Laure Piccetto, has supported the Promotion of the Profession Committee.

MEMBER ENGAGEMENT

We continue to work towards improving member engagement by working with members and groups across the province. This helps us to determine how members view our communications, what kind of engagement they prefer, and how we can improve. Additionally, the Registrar and Social Work Consultant attended several presentations with the Schools of Social Work and met with students to discuss student engagement. If you have any ideas for engaging members, please feel free to reach out to us at info@nbasw-attsnb.ca.

SOCIAL MEDIA & DIGITAL COMMUNICATIONS

Our Communications Officer, Laure Piccetto, was happy to report that our mass email communications, social media, and website engagement numbers are still very good and on the rise. Our promotional campaign has significantly boosted our online presence since its initial launch. To see more about our communications performance including engagement and impression data, please refer to the communications statistics.

ETHICS

As Registrar, Martine provided several ethical consultations to members, employers, students, and members of the public, with the most common inquiries related to the scope of practice, private practice, documentation, and informed consent. During the year 2022-2023, 60 ethical consultations were provided (50 more than last year).

Ethical Consultations During the year 2022-2023



The Registrar delivered a presentation on the NBASW Code of Ethics to staff members of Oetjgoapeniag Elnoei Family. Martine was also invited to present an information session to social work students from UdeM regarding the NBASW Code of Ethics and ethical decision-making tool and a presentation on competency and social work to social work students from STU. The Registrar provided a presentation to social workers at the Fredericton Community Health Centre regarding Standards regarding the Capacity of Minors to Consent to Social Work Services.

If your chapter or your place of employment would like to receive a presentation on the Code of Ethics, on the NBASW Disciplinary process, or on other NBASW Standards and Guidelines, please do not hesitate to contact the Registrar by email martine.paquet@nbasw-attsnb.ca or by phone at 506- 444-9196.

SCHOOLS OF SOCIAL WORK

We continue to promote the Association by giving presentations on the membership application process and benefits of membership to future social workers from Université de Moncton and St. Thomas University. We also continue to welcome students for their internships.

MEMBERSHIP

From April 1, 2022, to March 31, 2023, the total number of approvals approved by the Registrar was 197, which is 2 less than last year. A more detailed breakdown follows:

- The Registrar approved 123 Practicing Member applications (2 less than last year)
- The Registrar approved 6 Temporary Authorized Member applications (5 less than last year)
- The Registrar approved 54 Student Member applications (14 more than last year)

The Registrar also approved 7 members on condition that they successfully complete a clinical supervisory period.

The average number of working days between the reception of the final application document and the Registrar's approval is 4.5 days.

The Registrar also provided information sessions to social work students from Université of Moncton, and University of Maine at Presque Isle regarding the NBASW, the application process and membership benefits.

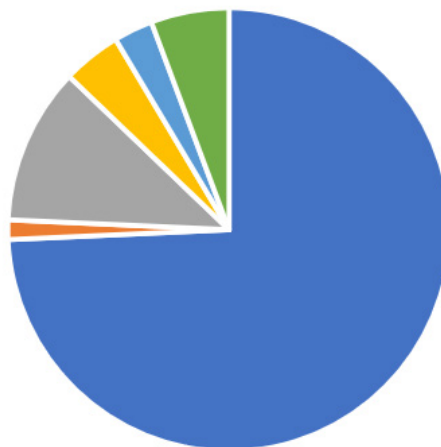
REINSTATEMENT

A person who wants to become a member of the NBASW after having let their membership lapse for at least one year must submit an application for reinstatement. All applications for reinstatement are considered by Registrar. During the past year, the Registrar approved 14 reinstatement applications (9 less than the previous year).

COMPLAINTS

No report was received by a health professional alleging that this person had reason to believe that a member of the NBASW had sexually abused a client. From April 1, 2022, to March 31, 2023, the Complaints Committee received 52 new complaints (8 more than last year) in addition to the 2 complaints that were carried over from the previous year. Of these 54 complaints, 35 were dismissed, and 7 were referred to the Discipline Committee. On March 31, 2023, there were 12 ongoing matters.

Issues Raised in 52 New Complaints* 2022-2023



- Unethical Conduct/Unprofessional Services (52)
- Confidentiality (8)
- Consent (2)
- Documentation (1)
- Conflict of Interest (3)
- Boundaries (4)

**Note: Complaints often raise several social work issues.*

During the year 2022-2023, the Complaints Committee had a total of 25 meetings and reviewed 42 complaints. The average timeframe for 42 complaints is 39.5 working days (from the date of receipt of the complaint to when the Panel renders a decision). The average timeframe for a total of 42 complaints is 21.3 (from the date of receipt of the Reply to when the Panel renders a decision). Please see the Complaints Committee report for additional information.

DISCIPLINE

From April 1, 2022, to March 31, 2023, the Discipline Committee received 7 new complaints in addition to the 2 complaints that were carried over from the previous year. Of these 9 complaints, 8 were completed, and there was 1 ongoing matter on March 31, 2023. The average timeframe for 8 matters is 71.1 working days (from the day the complaint was sent to the Discipline Committee to the day the decision of the Discipline Committee was sent to the Complainant and Respondent). Please see the Discipline Committee report for additional information.

Issues raised in 8 Complaints that were completed by the Discipline Committee in 2022-2023*



■ Unethical Conduct (5) ■ Documentation (1) ■ Confidentiality (2) ■ Boundaries (1) ■ Consent (1)

**Note: Complaints often raise several social work issues.*

PROFESSIONAL FUNDS, BURSARIES & GRANTS

This year, the NBASW was very happy to be able to offer \$5,670 worth of professional funds, bursaries and grants to Association members to facilitate additional training and learning opportunities!

The NBASW continues to offer bursaries and grants through partnerships with Co-operators Insurance and UNI Financial Corporation, including the UNI Education Grant, which is awarded annually to two social workers and each valued at \$1,000 for the purpose of undertaking studies leading to a higher degree in social work.

Here are the 2022-2023 grants and bursaries recipients:

- Myriam Cormier was the recipient of the Co-operators Bursary for Student Members enrolled in the Université de Moncton Bachelor of Social Work program (valued at \$500).
- Elizabeth Doherty was the recipient of the Co-operators Bursary for Student Members who are enrolled in the mainstream St. Thomas University Bachelor of Social Work program (valued at \$500).
- Brittany Sprague was the recipient of the Co-operators Bursary for Members (valued at \$500).
- Laura Ann Paul was the recipient of the NBASW Bursary (valued at \$500).
- Maria McGrath was one of the recipients of the UNI Education Grant (valued at \$1,000).
- Theolyn Martin was the other recipient of the UNI Education Grant (valued at \$1,000).
- Brandon Lanteigne received funds through the UNI partnership (valued at \$500).

Congratulations to all 2022-2023 recipients, we wish you the best in your educational endeavors! The NBASW

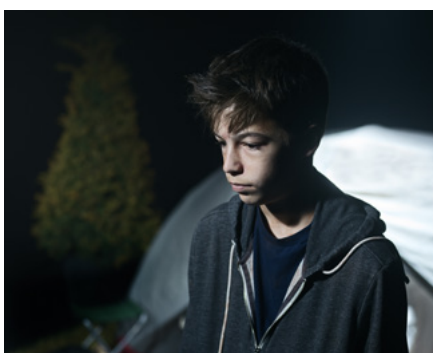
was also thrilled to continue the Professional Development Fund for selected NBASW members who present a webinar training opportunity for provincial social workers in their area of knowledge, expertise and/or practice. This year, the following webinars were offered through the fund:

- Laura Ann Paul offered a webinar titled Understanding Concurrent Disorders and Exploring Best-Practices on September 26.
- Jenni Cammaert offered a webinar titled A Structural Approach to Trauma Informed Social Work Practice on November 3.
- Anne Pirie offered a webinar titled Engaging Clients and Their Families in Clinical Work on November 30.

A sincere thank you to all 2022-2023 PD Fund presenters for sharing your knowledge and experience with members! We encourage members who are interested in offering a webinar through the fund to connect with the NBASW, especially if you are interested in offering a French webinar as we are looking to offer more French webinar opportunities!

PROMOTIONAL CAMPAIGN

With the help of the m5 marketing firm, we continued the rollout of our promotional, public campaign throughout the 2022-2023 year. The objective was to generate awareness and appreciation for services provided by social workers, as well as improve public understanding and perception of the work social workers do, and the services they provide in various settings.



The above photos snippets of the video ads. Beginning with the left are the videos highlighting older adults, youth, and family services.

Impressions

Across tactics, the campaign generated 3.4 million impressions

3.4M

Clicks

Across tactics, the campaign generated 37k clicks

37K

Average CTR

The campaign averaged a click-through rate of 1.09%

1.09%

Views

The campaign generated 819k video views

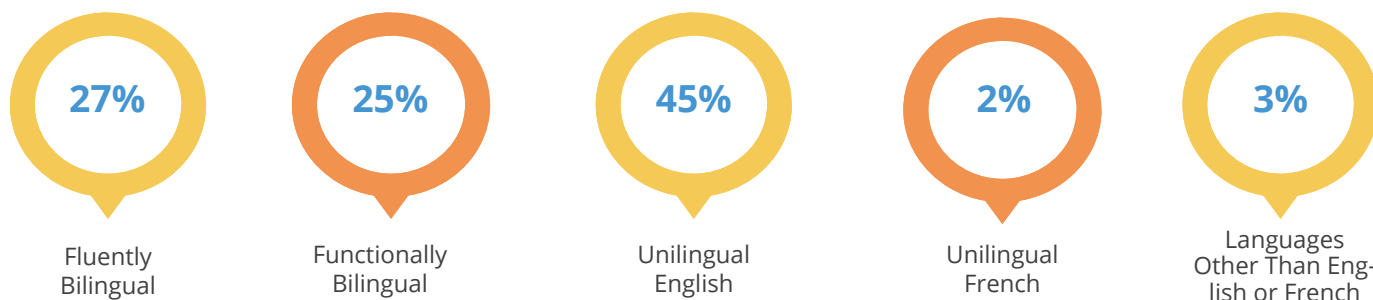
819K

We continued using the 6 video ads created in 2021-2022: 3 videos in English and 3 videos in French. The first ad highlighted the story of a struggling family, the second showed an older couple living with dementia, and the third was a story of a young boy struggling with homelessness, mental health, and addictions. The campaign ran in 2022, from the end of September to the end of October, and again in 2023, during the full month of March. We're pleased to say that the campaign has performed very well.

Across its running time, the campaign generated 3.4 million impressions, thirty-seven thousand clicks, eight hundred and nineteen thousand video views, and a click-through rate of 1.09%. We are happy to report that these performance statistics all exceed industry benchmarks, indicating the continuous improvement of New-Brunswick's perception of social workers.

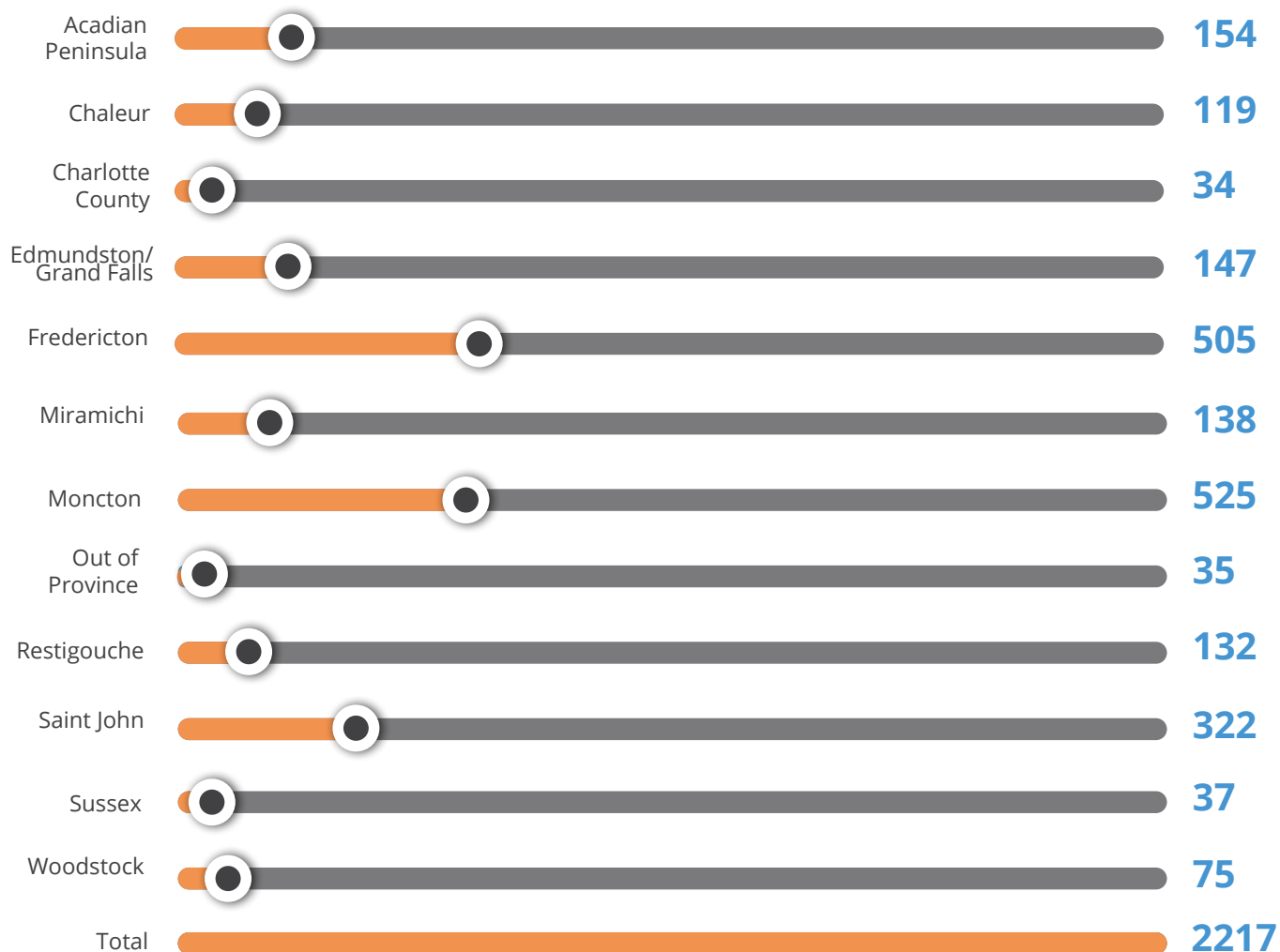
Member Statistics

MEMBERS BY LANGUAGE*



*These percentages are rounded out. The percentage reflecting members who can speak languages other than English or French is additional; Members are also included in other categories.

MEMBERS BY CHAPTER



MEMBERS BY EDUCATION



Communications Statistics

The NBASW worked hard this year to improve its communications. The Communications Officer, Laure Piccetto, is pleased to present the following communications statistics:

FACEBOOK

2793
FOLLOWS

Our Facebook pages continue to perform extremely well. As of March 31, 2023, the Facebook pages had a combined 2,793 follows, which is an increase of 19% from last year.

+19%

WEBSITE

Total Pageviews



111,300

Unique Pageviews



90,653

Total Website Sessions



49,697

MASS EMAILS TO MEMBERS

- In 2022-2023, the Association averaged 3.4 emails per month to members.
- Of those emails, the average open rate was 63%. The industry standard open rate is 25%.
- We remain significantly above this average in both official languages.

63%

Open Rate on Emails to Members

MEDIA COVERAGE & PRESENTATIONS

2

Number of letters to the editor & news releases

8

Number of proactive media interviews that promote the profession

7

Number of presentations to stakeholders of the public

STATISTICS OVER THE YEARS

The NBASW's 2017-2022 Strategic Plan has come to an end. As we close this Chapter and begin a new one, we take a look back on our communication statistics at the start of our quinquennial plan versus now.

Satisfaction with NBASW Communications

From **77%**  To **82%**

Participation in yearly NBASW Survey

From **36%**  To **46%**

Open rate of the quarterly NBASW Newsletter

From **33%**  To **63%**

Followers on the NBASW Facebook Pages

From **852**  To **2793**

CASW Representative's Report



*Barb Whitenect, BSW, MSW, RSW
CASW Representative*

It is that time of year to reflect and document all the important activities and work of the Canadian Association of Social Workers (CASW). Once again it was a busy year with lots of movement from partner organizations as Associations and Colleges adapt to the current climate of social work practices. This will be the last time I report through the current pillars of action as the Strategic Plan is in the final stages of adaptation for the next five years.

Along with the ongoing work within the strategic pillars of the CASW, developing a new Strategic Plan, revising National Code of Ethics and planning for partner jurisdictional changes were among key activities that occurred during this past year. As you can well imagine, these tasks encompassed a great deal of time, consultation and staffing/board hours.

Promoting the Profession

Once again, Social Work month was held with the theme of “Social Work is Essential” with subtext allowing for partner organizations to personalize the messaging. Maintaining the theme is important as across the country, scope of Social Work practice is requiring re-enforcement. The demands on human resources in all professions are increasing while supply of professionals is decreasing. Each partner organization is struggling with recruitment and retention of Social Workers with particular focus in child protection

and healthcare. The CASW has a working subcommittee looking at the issues and possible actions. NB is represented on this subcommittee as we are currently working on a 5 year strategy to address recruitment and retention issues. Other strategies on the national level include CASW work with Telus Health to promote the inclusion of RSW's in e-billing across all participating extended health providers. The CASW is also creating a staffing team to address the demand for assessment and support for internationally trained Social Workers. This would ensure that timely assessments are completed to allow individuals to practice as soon as possible.

Strengthening the Profession and the Association

CASW Code of Ethics and Guidelines for Ethical Practice are currently in the final stages of re-design. Extensive consultation was held in October, November, and December 2022. Survey for feedback was also circulated in the November 2022 CASW Reporter. Focus groups of Partner Organizations and ones specific to Indigenous, Black and other Social Workers of colour were also held early in November 2022. New Brunswick participated in focus groups with extra allotted seats to accommodate both official languages.



Barb Whitenect, CASW Representative (fourth from the left), at the 2021-2022 CASW Annual General Meeting, alongside Miguel LeBlanc, NBASW Executive Director (left), and Géraldine Poirier-Baiani, NBASW President (second from the left).

The concept of updating the CASW Code of Ethics is to ensure more inclusion of diversity and focus on electronic communications.

With the changing landscape of Social Work this past year we have experienced organizational shifts with jurisdictional partners which has meant financial and structural adaptations required from CASW, our National voice. Alberta Association has officially moved to Alberts College with a small Association still struggling to exist in some fashion within their province. Ontario Association of Social Workers has fully re-joined the CASW; l'Association quebecoise des travailleurs sociaux et travailleuses sociales have formed in Quebec and have plans on joining CASW this next year. The importance of all provinces and territories being involved with CASW is critical for our National voice to be strong and have full representation.

The CASW remains committed to hosting and partnering with jurisdictions and other stakeholders to ensure the continuation of quality webinars to allow all Social Workers to remain updated and informed on relevant practices. I encourage all of you to log onto CASW web site for more information on current activities and to have the listing of webinars and National conferences.

Respectively submitted,

Barb Whitenect, BSW, MSW, RSW

CASW VP & CASW Representative for the NBASW

Committee Reports

A number of committees help complete the NBASW's important work.

Regulatory Committees: Responsible for the activities related to registration, complaints and discipline of membership, mandated by the Provincial Act. These committees are the Committee of Examiners, Complaints Committee and Discipline Committee.

Standing Committees: Permanent committees are appointed by the Board of Directors. These committees are the Education Committee, Social Action Committee, Bylaws Committee, Practice Issues, Ethics and Professional Standards Committee, Promotion of the Profession Committee, Indigenous Guidance Committee, and Management Committee.

Ad Hoc Committees: Temporary committees set up by the Board for a limited time to address a particular issue or interest. Current ad hoc committees are the Social Work Technicians Legislation Amendments Committee and the Social Work Recruitment and Retention Strategy Committee.

The following reports represent the ongoing work of active committees.

COMPLAINTS COMMITTEE

The Mandate of the Complaints Committee is to review the written representations of the Complainant and the Respondent and to obtain any relevant records and documents. Under section s.17(6) of the Act, the Complaints Committee must consider and investigate the conduct of a Member, or a former Member, when a written Complaint has been filed with the Registrar. The Panel may decide to either dismiss the matter, take appropriate action to resolve the Complaint or refer the matter to the Discipline Committee.

On complex issues, the Committee may consult with NBASW's legal counsel for legal advice. When a complaint requires more thorough investigations, the Committee may request

The average timeframe for a total of 42 complaints is 39.5 working days

52 new complaints were received in 2022-2023, in addition to the 2 that were carried over.

Of these 54 complaints, 35 were dismissed and 7 were referred to the Discipline Committee. There were 12 ongoing matters on March 31, 2022.

the services of an investigator. The Panel of the Complaints Committee is composed of at least two NBASW Members and at least one public representative whom the Minister of Health appoints. For the year 2022-2023, the Complaints Committee was comprised of Chairperson Omer Savoie, Regular members Mylène Breau, Anouk McGraw, Chantal Bourassa, Claude Savoie, and two Public Members, Norma Dubé and Lia Daborn.

With the assistance of the Registrar, the Complaints Committee meets on average once or twice per month through Microsoft Teams, with most meetings held during the lunch hour and some evenings. From April 1, 2022, to March 31, 2023, the Complaints Committee received 52 new complaints (8 more than last year) in addition to the 2 complaints that were carried over from the previous year. Of these 54 complaints, 35 were dismissed, and 7 were referred to the Discipline Committee. There were 12 ongoing matters on March 31, 2023. The Committee also requested an appointment of an investigator for one matter.

During the year 2022-2023, the Committee had a total of 25 meetings and reviewed 42 complaints. The average timeframe for 42 complaints is 39.5 working days (from the date of receipt of the complaint to when the Panel renders a decision). The average timeframe for a total of 42 complaints is 21.3 (from the date of receipt of the reply to when the Panel renders a decision).

As the Chairperson, I can attest that each complaint is thoroughly reviewed without prejudice. If a conflict exists or the perception of a conflict is identified, that member recuses themselves from that complaint.

I want to thank the Complaints Committee Members and Registrar Martine Paquet for their support and dedication.

Omer Savoie, RSW
Complaints Committee Chair

COMMITTEE OF EXAMINERS

4.5 business days between full application and registration approval

The member of the Committee over this past year have been as follows: Genevieve Bourgeois (Chairperson), Caroline Price, Heather Hastings, and Jessica Melanson (Public member).

In June 2019, the Committee of Examiners delegated to the Registrar the authorities identified in section 11(5) of the NBASW Act and sections 3.3.0, 3.3.1 and 3.3.2 of the NBASW By-laws. Since the delegation of authorities, the Registrar is now able to consider and approve all new candidates who are

applying for membership with the Association in one of the following categories: Practicing Member, Temporary Authorized Member, Student Members and Reinstatement applications.

From April 1, 2022, to March 31, 2023, the total number of approvals approved by the Registrar was 197, which is 2 less than last year. A more detailed breakdown follows:

- The Registrar approved 123 Practicing Member applications (2 less than last year)
- The Registrar approved 6 Temporary Authorized Member applications (5 less than last year)
- The Registrar approved 54 Student Member applications (14 more than last year)

The Registrar approved 14 Reinstatement applications (9 less than last year) and approved 7 members on condition that they successfully complete a clinical supervisory period.

The average number of working days between the reception of the final application document and the Registrar's approval is 4.5 days.

The Committee will be reviewing the Clinical Supervisory Period Policy during the next fiscal year. There currently are two open positions on the Committee of Examiners. If you are interested in joining, please reach out to the NBASW!

197 members approved by the Registrar in 2022-2023

Martine Paquet, Registrar
On behalf of the Committee of Examiners

DISCIPLINE COMMITTEE

The Discipline Committee panel needs three members to be able to have a hearing. The panel needs to have a public representative appointed by the Minister of Health under the New Brunswick Association of Social Worker Act (2019), a regular member in good standing of the NBASW and the Chair of the committee.

8 complaints were completed in 2022-2023

The Discipline Committee members are Genevieve Bourgeois Breau from the Acadian Peninsula region, Carla Gregan-Burns from the Miramichi region, Cindy Marshall from the Woodstock region, Eileen Gauthier from the Saint John region, Michelle Nowlan from the Moncton region, Carole Poitras from the Bathurst region, all regular members of the NBASW, Paul Blanchard from the Fredericton region as the public representative recently confirmed in his role for another term and Genevieve Forest-Allard from the Moncton region as Chair of the committee.

During the 2022-2023 fiscal year, the NBASW received 7 new complaints and had 2 complaints carried over from the previous fiscal year for a total of 9. Of these 9 complaints, 8 were dealt with and 1 matter remains ongoing, as of March 31, 2023. The Discipline Committee met 7 times via videoconferences and accepted Voluntary Submissions presented by the Respondents. The total average time needed to process 8 complaints through the Discipline Committee was 71.1 working days.

The average time spent on 8 complaints was 71.1 working days.

The various sanctions imposed by the Committee during the year were written reprimands, summaries of the matter being published, assignments in the form of continuing education, and a total of \$ 5,500.00 in fines.

The Discipline Committee has developed procedures for holding disciplinary hearings by videoconference, which will be considered by the NBASW Board of Directors during their meetings in the Fall of 2023.

In my role as Discipline Committee Chair, I want to take this opportunity to remind the NBASW members that our Association has several resources on the website and it's worth a visit! As active members, we should take time every year to review the Code of Ethics, the document on ethical decision-making as well as the standards of practice and guidelines. These documents as well as other resources can be the base for interesting discussions during team meetings or during chapter meetings. At this time, I want to thank the members of the Discipline Committee for their hard work and flexibility. I want to mention our legal counsel, Dominic Caron; he is available, knowledgeable, and supportive when we have delicate questions and sensitive situations to discuss. And finally, our Registrar, Martine Paquet; her dedication, knowledge, expertise, and unwavering support make the work of this committee less challenging. Thank you!

It continues to be an honor and a true privilege to serve my profession as the Chair of the Discipline Committee of the NBASW.

Geneviève Forest-Allard, RSW
Discipline Committee Chair

PROMOTION OF THE PROFESSION COMMITTEE

The Profession Advancement Committee has continued its work already underway and completed some exciting new stuff! We continued to meet virtually and had a face-to-face meeting.

We also continued to focus on initiatives to promote the profession, in particular our collaboration with the marketing firm m5. The second phase of our public promotion campaign has continued over the past year. We were very happy to continue this phase two, a campaign that saw 6 videos (3 in English and 3 in French) published in various media sources, including on social networks like Facebook, Instagram, and YouTube, on television, and on ConnectedTV. The goal of our public, promotional campaign is to highlight the work that social workers do to help New Brunswickers in a variety of settings.

In March, we were pleased to host our Annual Wellness Contest, a contest designed to inspire members to take care of their well-being during Social Work Month. New ideas were also added to our monthly program.



2022-2023 Wellness Contest Winners & their Wellness Activities



*Nathalie Letourneau,
Skating with family*



*Monica Thibodeau,
Family time at the sugar shack*



*Samantha Jesso,
Yoga with fellow social workers*



*Cindy Thériault,
Making Ukrainian Pysanky*

I would like to thank the communications officer, Ms. Laure Piccetto, as well as the general manager, Mr. Miguel LeBlanc, for their availability and their contributions. I would also like to thank the other members of the committee—Karine Levesque, Carla Gregan-Burns, Vickie Maltais and Géraldine Poirier Baiani—for their extraordinary work on the committee.

We are confident that the next year will allow us to obtain great success and above all a visibility worthy of our fine profession.

Théo Saulnier, RSW
Promotion of the Profession Committee Chair

SOCIAL WORK RECRUITMENT AND RETENTION STRATEGY COMMITTEE

This year the Association had the pleasure of leading the development of the 2023-2028 Social Work Recruitment and Retention Strategy which was released on March 1, 2023, in celebration of Social Work Worth to recognize the amazing, vital work that social workers do in New Brunswick!

With social work being a top profession in need of a recruitment and retention strategy in New Brunswick, the Association received funding from the Department of Post-Secondary Education, Training and Labour (PETL) to lead a Steering Committee in the development of the 5-year strategy to recruit and retain provincial social workers.

I, Miguel LeBlanc, am the Steering Committee Chair, and the Committee is further supported in its work by Keara Grey. The NBASW contracted the services of Laurie Bourque and Mitch Verrier of Kensington and Associates to facilitate the Strategy's development and struck a Steering Committee of key stakeholders, including representatives from various government departments, health authorities, schools of social work, colleges, unions, and more. Together, the Committee worked to identify the key actions required to successfully recruit and retain social workers in New Brunswick in the coming years. The Steering Committee met monthly, with additional meetings as-needed, to ensure the Strategy was developed within the one-year time frame.

To ensure the voices of social workers were embedded in the Strategy, the NBASW surveyed members in the spring of 2022. The survey aimed to understand the challenges social workers faced in their roles and understand what social workers viewed as the most effective ways to recruit and retain social workers in and to New Brunswick. The survey found that social workers are already feeling the effects of being short-staffed, due to the job vacancies that exist. Social workers are feeling burnt out and expressed a need for support if they are to remain in the profession, long-term.

Using this information, in addition to workplace and forecast data, the Committee identified key actions and initiatives to be undertaken to recruit and retain provincial social workers. With the aim of ensuring that there is an adequate workforce in place in the coming years to meet service demands, seven Key Performance Indicators (KPIs) were identified. These represent the seven pillars of the Strategy, which are further subdivided into the two categories of General KPIs (1-4) and Specific KPIs (5-7).

General KPIs are the overarching strategic goals and actions to aid in the recruitment and retention of social workers, across organizations and areas of practice. The four general KPIs include Recruitment, Retention, Role, and Image. These pillars apply to all areas of social work practice and each major social work employer is involved in the actions related to each of these strategic pillars throughout the Strategy's implementation phase.

The social work profession is diverse and there are many areas of practice that exist. Throughout the development of the Strategy, it was found that various organizations/major social work employers are experiencing program-specific needs that must be targeted directly. For this reason, the three specific KPIs of Child Protection, Mental Health & Addiction, and School Social Work were added, representing specific pressure points in the system that require additional interventions and actions to ensure the success of the Strategy. The new fiscal year marks the beginning of the Strategy's five-year implementation phase (2023-2028) and Steering Committee stakeholders have already begun to implement the Strategy. The Association looks forward to keeping members up to date on strategic developments, as they progress.

The Association has already begun working towards implementing a key component of the Strategy: introducing a new regulated social work paraprofession, titled Social Work Technicians. Introducing Social Work Technicians to the province is considered a key component of the Strategy, as they will support social workers in their roles and alleviate some of the pressures currently placed on social workers, while also providing a pathway to the social work profession through college-to-university bridging programs.

The college-university programs will recognize completion of an approved two-year college program, such as NBCC's SSCW program, as equivalent to the first two years of a four-year BSW degree. The University of New Brunswick – Saint John (UNB-SJ) is currently in the process of developing a new provincial Bachelor of Social Work program and there is already a memorandum of understanding in place for the pathway to be devel-

oped between NBCC and UNB-SJ. While these actions are underway, work on other important components of the strategy has also begun, including the Child Protection Working Committee working to improve hiring processes within the Department of Social Development.

The NBASW wishes to thank all the Steering Committee members for their ongoing commitment and dedication to the Committee and this critical initiative! We look forward to continuing to update members on the progress of the Action Plan implementation phase as it progresses.

Miguel LeBlanc, BSW, MSW, RSW
Social Work Recruitment and Retention Strategy Committee Chair

Chapter Reports

The NBASW membership belongs to 11 individual chapters, which are divided regionally. Each member of the Association belongs to a chapter, and chapters address regional issues for membership, help members with professional development, and act as a liaison between their members and the Board of Directors. The following are this year's (active) chapter reports.

ACADIAN PENINSULA

This is the last year for our current Acadian Peninsula Chapter Executive. Our AGM will be held in May, and a new executive will be elected then. The current executive includes Chapter Director André-Marc Friolet, President Geneviève Bourgeois, Vice-President Théo Saulnier, Treasurer Annette Comeau, and Secretary Julie Lanteigne. The executive met several times during the year to plan activities.

We held a cocktail hour in the fall at the Fils du Roy distillery, for the first time. We also had a chapter visit from the NBASW to inform us about the social work technician issue and get feedback from the members, by Teams. Over the holidays, we continue to hold our traditional Christmas dinner at Le P'tit Mousse restaurant in Lamèque, which attracts many members, and several door prizes are given out.

For Social Work Month, a memo was sent to all members about an evening event at Cielo Glamping Maritime, in Shippagan, which was a great success. We had the chance to attend a presentation by Martine Paquet on the Standards Regarding the Capacity of Minors to Consent to Social Work Services. We try to put training opportunities and information on the private Facebook group as often as we can.

André-Marc Friolet, RSW
Chapter Director

EDMUNDSTON/GRAND-FALLS

What a great group in the Edmundston—Grand Falls Chapter! You would almost think the pandemic gave us wings again... or at least a new way to interact and stay active virtually. The chapter's success is due primarily to the executive and their dedication to giving members the recognition and appreciation that counts. The user-friendly electronic resources that are now available and more accessible to us have enabled us to stay in contact with our members in these two big regions.

Part of the success we have had is due to our virtual education sessions, which have enabled all members to participate, and to employers' willingness to let members attend during working hours. Members greatly appreciated being consulted during the chapter tour with the NBASW staff, when they were given information and expressed some concern about the introduction of social work technicians. The chapter executive con-

tinues to give back to members by holding annual draws where members could win a gift card or surprise gift worth \$50 from a local business in one of the two regions. Members very much enjoy that, and we feel that these little things make a difference. One of our great successes recently has certainly been the chapter AGM, which was held in person for the first time since 2020! We were all in! March 30 was a full day of learning, with the theme “Reset your Mindset” and “Rock your Wellness” with psychologist Claude Beaulieu, followed by attendance prizes, including the reimbursement of membership fees for 2023 (awarded to a person who took part in events during the year) and recognition awards. An impressive 45 members came together to unwind with an event theme that was personal, but still unifying and fun!

A new executive was appointed at the AGM, including Copresidents Mélissa Levesque-Parker and Karine Pelletier, Vice-President Kristine Johnson-Leblanc, Secretary Sylvie-Lise Dubé, and Treasurer Sandra Soucy. The chapter thanks Past President Monique Dubé-Michaud, as well as Fernand Sirois, for their leadership guiding our chapter to a new successful year. The group can also count on the contribution of Kim Akerley-Lagacé and Mélanie Hudon Bergeron as chapter advisors to help in organizing events.



Kristine Johnson-Leblanc, Social Worker of the Year

Our year ended well, with the (surprise) presentation of the prestigious Social Worker of the Year Award to Kristine Johnson-Leblanc, who is very active with a contagious pen! Kristine has a reputation for spreading happiness around her and taking care of others in every part of her life. She has also been the communications officer for our chapter for several years and does an exceptional job. Congratulations, Kristine!

Another Recognition Award for Social Action was presented to the Anges Bienveillants volunteer organization in the region, which has provided a breath of hope and wellbeing throughout the three years of the pandemic, by, among other things, delivering meals to special care homes and decorating their windows to bring hope and comfort to staff affected by outbreaks.

The chapter is grateful to the NBASW staff for their continued support, without which we would be unable to offer virtual learning sessions, as well as for their flexibility and openness to taking calls from our members when the need arises. Through this transparency and closeness to members, we can all grow and cultivate the feeling of belonging we all need in this profession. These are the values the Edmundston-Grand Falls Chapter cherishes and wants to share. We are looking forward to another productive year!

Respectfully submitted,

Karine Levesque, RSW, Chapter Director, on behalf of co-presidents Mélissa Levesque-Parker and Karine Pelletier, and Past President Monique Dubé-Michaud



The “Rock your Wellness” Rockers



Pierre Thibault for the “Anges Bienveillants”

FREDERICTON

The Fredericton Chapter executive consists of President, Maureen MacNeil, Vice President Kaitlin Pauley, Treasurer Cassandra Tarfa, Secretary Sydney Haines and Chapter Director Valerie DeLong. The chapter conducts business meetings and educational sessions on a regular basis beginning in the Fall of each year. Educational sessions are offered the third Thursday evening of each month and are excellent opportunities for members to enhance their knowledge, network and be informed about chapter activities. The Chapter has continued with virtual education sessions and business meeting via MS Teams as the executive has noted a significant increase in attendance due to the flexibility that virtual meetings offer.

The Chapter offered their first in-person social since the beginning of the pandemic in December 2022. The social took place at the Crowne Plaza and was a wonderful opportunity to socialize and network with other Fredericton social workers. At the social, the Raoul Léger award was presented to Lorraine Whalley and the membership was able to witness those who nominated Lorraine discuss the significant contributions she has made to the practice of social work. At this social, the Chapter also offered 10 door prizes to attendees and drew for 3 names to attend Halifax Brief Therapy, Solution Focused Therapy training offered by the Fredericton Chapter Education Committee. The Fredericton Chapter Executive is also planning a spring social in the month of May.



NBASW President, Geraldine Poirier Baiani (left), presenting the Raoul Léger award to Lorraine Whalley (right) at the December 2022 Chapter Social

The Fredericton chapter is fortunate to have a dedicated and active Education Committee, chaired by Susan Gavin. The Education Committee is committed to ensuring that chapter members have a variety of interesting continuing education opportunities throughout the year. The education sessions began in September 2022 with a presentation on 'Embodying Structural Social Work in Practice: Exploring Initial Research Findings' by Dr. Michelle Greason. In October 2022, Chapter members had the opportunity to attend a pre-recorded session by Dr. Jenni Cammaert on 'Eating disorders and unmet treatment needs: Future steps for New Brunswick.' The November Education session presented by Dr. Marilyn Dupre related to 'Social Work Education Addressing Disability.' In January, the Chapter hosted Dr. A.J. Ripley for a session on 'Gender Diversity and Inclusion.' In February, Tanya Smith presented on "Evidence Based Practice in Social Work" and the final education session will be held in April, 'Why Social Workers Need to Understand Addiction: From a Personal and Professional Perspective' presented by Nathalie Bourgeois.

During Social Work Month in March, the education committee hosted a full-day conference titled "Essential Survival Skills for Social Workers – Creating and Maintaining Activities and Practices for Self Care." Anne Caverhill provided a session on 'An Introduction to the Relationship Between Law and Social Work,' Judy Levi and Marci Osmond from Neqotkuk Child and Family Services Agency, Inc. discussed the New Proposed Family Law – Neqotkuk Child and Family Well-Being Act, and Alison Charnley provided a session on the Child and Youth Well-Being Act. The conference aimed to provide information and resources to help demystify Federal and Provincial legislation and regulations that guide social workers and was an outstanding full-day event for the membership. The conference also offered several musical interludes by the talented, Twilla Reagan and drew several door prizes and resources for attendees.

In September 2022, the Fredericton Chapter Executive launched a Facebook page, aimed to increased engagement among Fredericton members. This page has been a huge success, seeing 170 members join the page since its creation. The Facebook page is meant to be an opportunity to build community among members and engage with the Chapter. The Fredericton Chapter Executive offered several interactive opportunities for members to win resources during 2023 social work month, totaling over 195 comments over the month of March!

The Fredericton chapter had a very successful year and is looking forward to increasing its engagement with chapter members in the coming year. The Fredericton chapter offers wonderful ways for local social workers to network and learn about what is going on in other areas of social work practice!

Respectfully submitted,

**Maureen MacNeil, RSW, Chapter President and
Valerie DeLong, RSW, Chapter Director**

MIRAMICHI

The Miramichi Chapter Executive consists of dedicated social workers who have been in their roles through the Covid years and who continue to offer their volunteerism until the Local Chapter is able to recruit new candidates.

At present, the Executive consists of Michele Bushey - Joe, President; Emily Robichaud, Secretary, Huguette Richard, Treasurer and Mylene Morris as Chapter Director. We are lucky to have 137 members and hopefully growing in the future with the upcoming graduates as well as several new social work positions coming available in our community.

Despite the challenges of Covid and the continued associated issues related to Covid, the Miramichi Chapter has remained in contact with members in efforts to organize activities for our fellow social workers. This year like many others we have put an importance on self-care and wellbeing of our members. This year our Executive compiled a number of "Emergency Baskets" that consisted of a collection of items placed in each Emergency Basket with each basket representing a theme where a special gift related to each theme was randomly placed in the baskets for Social Work Month 2023. A computer randomizer was utilized to determine who received such baskets. We also had a draw for a full NBASW registration fee in addition to a draw for half of the NBASW registration fee. These activities received positive feedback from the local Chapter. In addition to this earlier in the year we did a gift card draw to generate appreciation for the hard work and dedication of our local members.

We continue to focus on supporting local businesses in our region by purchasing prizes that reflect this commitment of our Executive. The Miramichi Chapter Executive feels that we are doing our best to engage our local Chapter members despite the many challenges that are presenting themselves in our region. Many of our social workers are taking on multiple roles and responsibilities resulting from low retention of our profession in the Miramichi Area.

We appreciate the commitment that is being displayed by our amazing local Chapter social workers as it is a privilege to work alongside of them.

Respectfully submitted,

**Michele Bushey-Joe, BSW, MSW, RSW
Chapter President**

MONCTON

The Moncton Chapter has remained busy this past year, and with many Covid-19 restrictions easing, have opted for some continued virtual events, while adding in-person events as well. We recognize that there continues to be many challenges for our Moncton members, including adapting to differing clientele and service provisions, retention issues, and heavy workloads. We sincerely thank our members for their continued dedication to their work.

Our Annual General Meeting was held in May last year where former secretary, Leanne Trites stepped down. In October, we welcomed Lisa Kenny as the new secretary for our Chapter.

Two Christmas dinners were organized in December, giving members the option to attend the event in Richibucto or the one in Moncton. Prizes were drawn and there was a nice turnout at these events. To celebrate Social Work Month, our Chapter organized a Pizza and Bowling night in March 2023. Prizes were also given at this event and members who attended indicated having very much enjoyed this event.

Finally, our Chapter is hosting the provincial AGM this year and have been busy with the preparations. The theme this year will be Social Workers are Superheroes, with the conference title: Removing the Cape - Embracing Resilience and Grit for Sustainable Social Work Practice, by Terri-Ann Richards. The conference and AGM will be offered in person and virtually. We hope to see many of you there!

We appreciate feedback and communication from our members and invite you to contact us by email at moncton@nbasw-attsnb.ca or on our Facebook page at NBASW-ATTSNB Chapitre de Moncton Chapter.

Best regards,

Valerie Roy-Lang, RSW
Moncton Chapter President

SAINT JOHN

The Saint John Chapter is excited to introduce its new executive elected earlier this year. Presently, we are a full team consisting of Samantha Jesso as President, Nicholas Remete and Megan MacLean as Vice Presidents, Tera Vellenoweth as treasurer, Samara Carvell as Secretary and prior members Patti Scott and Jessica MacPhee assisting with transition.

Since being elected our executive has hosted three events which happened during National Social Work Month. The chapter hosted two afternoons at local yoga studio, Amana, where we learned about meditation, mindfulness, and yoga nidra. These events brought in over 25 members. To end social work month, the Saint John Chapter hosted an event at local axe throwing facility, Woodchucks. Here we had draws for membership dues and brought out over 60 members.

Our executive acknowledges that getting members together was difficult during the pandemic and wants to prioritize this going forward. We intend on hosting more educational events, supporting local businesses with gift card draws, and having more social events for our members. We have created a Facebook page 'Saint John NBASW Chapter' where we have been advertising events and communicating with the membership.



Saint John Chapter's Yoga Event



Saint John Chapter's Axe Throwing Event

The new executive looks forward to meeting and engaging members in events throughout the upcoming year. The chapter wants to thank all members for their continued hard work and dedication to the social work profession.

Samantha Jesso, RSW
Chapter President

SUSSEX

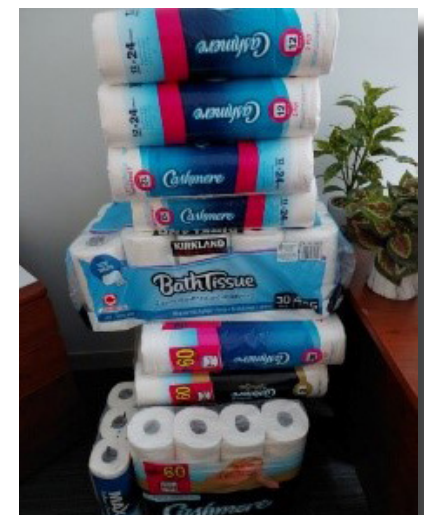
Thank you to the following chapter members who volunteered for the local executive: Pam Cole (Director & Treasurer), Crystal Parlee (Secretary), Anisa Pynn (Vice President) and Sharon Brown (President). Thank you to everyone who has attended, participated and assisted with planning events. The Sussex NBASW Chapter meets 3-4 times yearly and has enjoyed a few events over the past year.

Social Work Month was celebrated the week of March 20 -25th. The week was kicked off with a jellybean contest. Wanda Northrup (retired member) won the amazing prize. She was only off by 7 as there were 320! The prize was a beautiful handmade board game, made by our talented member, Sheena MacDonald. Treats were enjoyed during the week.



Sussex Chapter's Jelly Bean Contest and Prize

Unfortunately, the nature walk and Personality Test Session had to be cancelled due to illness and workload demands. Hopefully that will be rescheduled in the Fall. The week ended with a great meal and an enjoyable time filled with laughter at the All Seasons where we played games and had prizes. A huge thanks to the celebration planning committee: Jean Beyer, Matt Brown, Sharon Brown, Amanda Douthwright, and Sheena MacDonald!



Sussex Chapter's Fundraiser Donations

Recognizing that many people in our community are struggling financially and foodbanks have an increasing number of people seeking their services, our chapter decided to do a fundraiser. In December 2022, members donated 150 individual rolls of toilet paper totaling 330 rolls as they were double and triple rolls to the local food bank in Sussex, The Sharing Club. Thank you everyone!

Given the importance of education and the high cost of tuition, our chapter decided to resume the Sussex NBASW Chapter Bursary of \$150 for a high school graduate going into a social work-related field to be presented in June at graduation.

We look forward to seeing everyone at the AGM!

Respectfully submitted,

Sharon Brown, RSW
Sussex Chapter President

RESTIGOUCHE

The Restigouche Chapter has held three meetings with members since the beginning of the year, two of them online and one in person for Social Work Month. A good meal was enjoyed by all!

A few draws were held during the year to thank members for their attendance at meetings. Social Worker Louise Lapierre was recognized for her exceptional work and community involvement.

As luck would have it, Louise Lapierre also won the reimbursement of her annual dues. We have also been able to recognize the important work done by the food bank in our area as organization of the year, to which a donation was given.

We would like to thank all the members of the executive who served during the last year, those who will soon be joining us, and all members of the chapter for their great contributions.

With pleasure,

Mélodie Vienneau, RSW
Chapter President



Recognition of Louise Lapierre (middle) for her exceptional work in community involvement & the reimbursement of her annual membership dues.

Financial Statements

INDEPENDENT AUDITOR'S REPORT

To the Members of The New Brunswick Association of Social Workers Incorporated

Opinion

We have audited the financial statements of The New Brunswick Association of Social Workers Incorporated (the Association), which comprise the statement of financial position as at March 31, 2023, and the statements of changes in net assets, operations and cash flow for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Association as at March 31, 2023, and the results of its operations and its cash flow for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for 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 Association 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 those requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

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 Canadian accounting standards for not-for-profit organizations, 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 Association's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless management either intends to liquidate the Association or to cease operations, or has no realistic alternative but to do so.

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

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association'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 Association'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 Association 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.



Fredericton, New Brunswick
May 4, 2023

CHARTERED PROFESSIONAL ACCOUNTANTS

THE NEW BRUNSWICK ASSOCIATION OF SOCIAL WORKERS INCORPORATED

Statement of Financial Position

March 31, 2023

	2023	2022
ASSETS		
CURRENT		
Cash	\$ 389,080	\$ 923,280
Term deposits <i>(Note 4)</i>	475,000	-
Restricted cash	37,988	858,378
Restricted marketable securities <i>(Note 5)</i>	829,231	-
Accounts receivable	37,832	122,494
Prepaid expenses	12,673	3,285
	1,781,804	1,907,437
PROPERTY AND EQUIPMENT <i>(Note 6)</i>	17,793	19,944
INTANGIBLE ASSETS <i>(Note 7)</i>	-	231
	\$ 1,799,597	\$ 1,927,612
LIABILITIES AND NET ASSETS		
CURRENT		
Accounts payable and accrued liabilities	\$ 102,491	\$ 125,189
Government remittances payable	14,160	9,805
Deferred revenue <i>(Note 8)</i>	722,861	773,929
	839,512	908,923
NET ASSETS		
Unrestricted	75,073	140,136
Restricted	867,219	858,378
Invested in property and equipment and intangible assets	17,793	20,175
	960,085	1,018,689
	\$ 1,799,597	\$ 1,927,612

THE NEW BRUNSWICK ASSOCIATION OF SOCIAL WORKERS INCORPORATED

Statement of Changes in Net Assets

Year Ended March 31, 2023

	Unrestricted	Restricted	Invested in Property and Equipment and Intangible Assets	2023	2022
NET ASSETS - BEGINNING OF YEAR	\$ 140,136	\$ 858,378	\$ 20,175	\$ 1,018,689	\$ 1,010,914
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES	(46,365)	(6,495)	(5,744)	(58,604)	7,775
INVESTMENT IN PROPERTY AND EQUIPMENT AND INTANGIBLE ASSETS	(3,362)	-	3,362	-	-
INTERFUND TRANSFERS <i>(Note 9)</i>	(15,336)	15,336	-	-	-
NET ASSETS - END OF YEAR	\$ 75,073	\$ 867,219	\$ 17,793	\$ 960,085	\$ 1,018,689

THE NEW BRUNSWICK ASSOCIATION OF SOCIAL WORKERS INCORPORATED

**Statement of Operations
Year Ended March 31, 2023**

	2023	2022
REVENUE		
Membership dues	\$ 788,684	\$ 796,562
Grants	37,720	8,280
Interest	1,915	782
Other	10,406	16,610
Wage subsidies and recoveries	-	8,484
	838,725	830,718
EXPENSES		
Board and executive meetings	20,065	1,170
Chapter rebates	21,630	20,969
Committee expenses	20,621	957
Complaints and discipline	25,489	34,239
Credit card processing fees	19,634	18,982
Dues - C.A.S.W., C.C.S.W.R., and A.S.W.B.	86,158	78,877
Repairs, maintenance and equipment lease	2,013	2,862
Insurance	11,828	9,133
Meetings and conventions	25,455	18,962
Office	12,792	15,058
President's expenses	6,728	-
Professional fees	31,280	27,228
Program - recruitment and retention strategy	51,076	8,280
Public relations and promotions	11,783	13,634
Rent	39,450	34,562
Salaries, wages and subcontracts	434,494	428,398
Scholarships	6,000	1,500
Services to members	32,645	28,859
Staff expenses	13,229	11,966
Telephone	10,536	10,457
Travel and donations	976	538
Website and computer support	1,208	489
	885,090	767,120
	(46,365)	63,598
RESTRICTED INCOME (EXPENSE)		
Dividend income	8,932	-
Interest income	5,400	4,391
Public campaign grants	85,154	134,155
Public campaign expenses	(100,491)	(175,926)
Unrealized loss on marketable securities	(5,490)	-
	(6,495)	(37,380)
	(52,860)	26,218
OTHER EXPENSES		
Amortization of property and equipment	(5,513)	(6,669)
Amortization of intangible assets	(231)	(11,774)
	(5,744)	(18,443)

(continues)

THE NEW BRUNSWICK ASSOCIATION OF SOCIAL WORKERS INCORPORATED

Statement of Operations *(continued)*

Year Ended March 31, 2023

	2023	2022
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES	<u>\$ (58,604)</u>	<u>\$ 7,775</u>

THE NEW BRUNSWICK ASSOCIATION OF SOCIAL WORKERS INCORPORATED

**Statement of Cash Flow
Year Ended March 31, 2023**

	2023	2022
OPERATING ACTIVITIES		
Excess (deficiency) of revenue over expenses	\$ (58,604)	\$ 7,775
Items not affecting cash:		
Amortization of property and equipment	5,513	6,669
Amortization of intangible assets	231	11,774
Unrealized loss of marketable securities	5,490	-
	<u>(47,370)</u>	<u>26,218</u>
Changes in non-cash working capital:		
Accounts receivable	84,662	(118,982)
Prepaid expenses	(9,388)	1,227
Accounts payable and accrued liabilities	(22,698)	37,225
Deferred revenue	(51,068)	151,767
Government remittances payable	4,355	1,746
	<u>5,863</u>	<u>72,983</u>
	<u>(41,507)</u>	<u>99,201</u>
INVESTING ACTIVITIES		
Purchase of property and equipment	(3,362)	(1,107)
Purchase of marketable securities	(825,789)	-
Investment income reinvested	(8,932)	-
	<u>(838,083)</u>	<u>(1,107)</u>
INCREASE (DECREASE) IN CASH	(879,590)	98,094
CASH - BEGINNING OF YEAR	1,781,658	1,683,564
CASH - END OF YEAR	\$ 902,068	\$ 1,781,658
CASH CONSISTS OF:		
Cash	\$ 389,080	\$ 923,280
Term deposits	475,000	-
Restricted cash	37,988	858,378
	<u>\$ 902,068</u>	<u>\$ 1,781,658</u>

THE NEW BRUNSWICK ASSOCIATION OF SOCIAL WORKERS INCORPORATED

Notes to Financial Statements

Year Ended March 31, 2023

1. DESCRIPTION OF OPERATIONS

The New Brunswick Association of Social Workers is a not-for-profit organization that governs and regulates social work services provided to the public in the Province of New Brunswick.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of presentation

The financial statements were prepared in accordance with Canadian accounting standards for not-for-profit organizations (ASNFPO).

Cash and cash equivalents

The Association considers cash on hand, short-term deposits and balances with banks, net of overdrafts as cash or cash equivalents. Bank borrowings are considered to be financing activities.

Financial instruments policy

The Association considers any contracts a financial asset, liability, or equity instrument as a financial instrument, except in certain limited circumstances. The Association accounts for the following as financial instruments:

1. Cash and cash equivalents
2. Trade and other receivables
3. Payables and accruals
4. Term deposits
5. Marketable securities

A financial asset or liability is recognized when the Association becomes party to contractual provisions of the instrument.

The Association initially measures its financial assets and financial liabilities at fair value, except for certain non-arm's length transactions.

Financial assets or liabilities obtained in related party transactions are measured in accordance with the accounting policy for related party transactions except for those transactions that are with a person or entity whose sole relationship with the Association is in the capacity of management in which case they are accounted for in accordance with financial instruments.

The Association subsequently measures its financial assets and financial liabilities at cost or amortized cost less any reduction for impairment, except for term deposits which are measured at fair value.

The Association removes financial liabilities, or a portion of, when the obligation is discharged, cancelled, or expires.

(continues)

THE NEW BRUNSWICK ASSOCIATION OF SOCIAL WORKERS INCORPORATED

Notes to Financial Statements

Year Ended March 31, 2023

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES *(continued)*

Property and equipment

Property and equipment is stated at cost or deemed cost less accumulated amortization. Property and equipment is amortized over its estimated useful life on a declining balance basis at the following rates:

Furniture, fixtures and equipment	20%, 30%
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The Association regularly reviews its property and equipment to eliminate obsolete items.

Intangible assets

The website design and development costs are capitalized and being amortized on a straight-line basis over four years.

Use of estimates

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amount of assets and liabilities, disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the period. Such estimates are periodically reviewed and any adjustments necessary are reported in earnings in the period in which they become known. Actual results could differ from these estimates.

Revenue recognition

Membership dues, interest and other revenues are recognized on the accrual basis as earned. Project grants are recognized as revenue in the year in which the related expenses are incurred.

3. FINANCIAL INSTRUMENTS

The Association is exposed to various risks through its financial instruments and has a comprehensive risk management framework to monitor, evaluate and manage these risks. The following analysis provides information about the Association's risk exposure and concentration as of March 31, 2023.

Credit risk

Credit risk arises from the potential that a counter party will fail to perform its obligations. The Association is exposed to credit risk from its members. In order to reduce its credit risk, the Association reviews a new member's credit history before extending credit and conducts regular reviews of its existing members' credit performance. The Association has a significant number of members which minimizes concentration of credit risk.

Liquidity risk

Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities. The Association is exposed to this risk mainly in respect of its receipt of funds from its members and other related sources, and accounts payable.

(continues)

THE NEW BRUNSWICK ASSOCIATION OF SOCIAL WORKERS INCORPORATED

Notes to Financial Statements

Year Ended March 31, 2023

3. FINANCIAL INSTRUMENTS *(continued)*

Market risk

Market Risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises three types of risk: currency rate risk, interest rate risk and other price risk.

4. TERM DEPOSITS

Term deposits are interest bearing at rates ranging from 4.05% to 5.25% and have maturity dates ranging from September 2023 to January 2025.

5. RESTRICTED MARKETABLE SECURITIES

	2023	2022
Cost	\$ 834,721	\$ -
Unrealized loss of marketable securities	(5,490)	-
Fair market value of marketable securities	<u>\$ 829,231</u>	<u>\$ -</u>

6. PROPERTY AND EQUIPMENT

	Cost	Accumulated amortization	2023 Net book value	2022 Net book value
Furniture, fixtures and equipment	\$ 152,626	\$ 134,833	<u>\$ 17,793</u>	<u>\$ 19,944</u>

7. INTANGIBLE ASSETS

	2023	2022
Website design and development costs	\$ 47,098	\$ 47,098
Accumulated amortization	(47,098)	(46,867)
	<u>\$ -</u>	<u>\$ 231</u>

8. DEFERRED REVENUE

	2023	2022
Unearned membership dues	\$ 722,861	\$ 734,980
PETL - recruitment and retention strategy	-	32,720
Department of Social Development - public campaign strategy	-	6,229
	<u>\$ 722,861</u>	<u>\$ 773,929</u>

THE NEW BRUNSWICK ASSOCIATION OF SOCIAL WORKERS INCORPORATED

Notes to Financial Statements

Year Ended March 31, 2023

9. RESTRICTED NET ASSETS

The Board of Directors has internally restricted resources for specific purposes as follows:

The Contingency fund can be accessed for day to day operations of the Association in the event of a revenue shortfall.

The Defence fund can be accessed in order to cover the legal and associated costs of disciplinary hearings.

The Scholarships fund can be accessed to cover the costs of bursaries awarded by the Association.

The Public Campaign fund can be accessed for future projects as determined by the Board of Directors.

	<u>2023</u>	<u>2022</u>
Contingency	\$ 419,473	\$ 414,739
Defense	231,016	229,565
Scholarship	37,194	37,116
Public Campaign	<u>179,536</u>	<u>176,958</u>
	<u>\$ 867,219</u>	<u>\$ 858,378</u>

During the year, the Association transferred \$15,336 to the Public Campaign Fund from the Unrestricted Fund.

10. COMPARATIVE FIGURES

Some of the comparative figures have been reclassified to conform to the current year's presentation.

Notes

Lined area for notes, consisting of 30 horizontal lines.



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