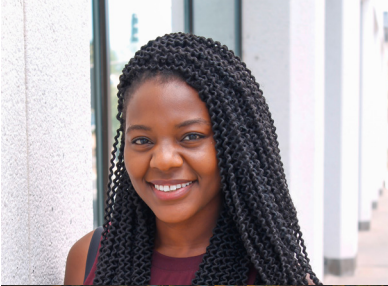


# 2017-2018 Annual Report



# Table of Contents

President's Report _____	2
Executive Director's Report _____	3
Registrar's Report _____	6
Social Work Consultant's Report _____	7
Financial Statement _____	9
CASW Representative's Report _____	17
Committee of Examiners Report _____	18
Complaints Committee Report _____	19
Discipline Committee Report _____	19
Practice Issues, Ethics and Professional Standards Committee Report _____	20
Education Committee Report _____	20
Social Action Committee Report _____	21
Re-Opening of the NBASW Act Committee Report _____	21
By-Law Committee Report _____	22
Fredericton Chapter Report _____	23
Restigouche Chapter Report _____	24
Charlotte County Chapter Report _____	24
Woodstock - Perth-Andover Chapter Report _____	24
Saint John Chapter Report _____	25
Moncton Chapter Report _____	25
Acadian Peninsula Chapter Report _____	26
Miramichi Chapter Report _____	26
Charts _____	27



## President's Report

"Our Association has undergone quite a transformation during this period. First of all, we finalized our strategic plan, which will guide our efforts over the next five years."

2

## Executive Director's Report

"I encourage all members to take the time to consult our website or Facebook page to review the strategic plan document. I believe these four Strategic Pillars provide an exciting time of change for our Association."

3

## Registrar's Report

"NBASW volunteers have done amazing work and members should be proud of their incredible dedication toward the NBASW and our profession."

6

## Social Work Consultant's Report

"One of our primary goals is to keep you, the members, informed of the work being done by your professional association."

7

## CASW Representative's Report

"In my first year as CASW Director, I am proud to have seen so much work going into the 4 Pillars of this federation."

17

# New Brunswick Association of Social Workers

## Staff

Executive Director:	Miguel LeBlanc, RSW
Registrar:	Martine Paquet, RSW
Social Work Consultant:	Rachel Mills, RSW
Administrative Assistant:	Jennifer Gaudette

## Board of Directors 2017 - 2018

### Executive

President:	Claude Savoie, RSW
Vice President:	Théo Saulnier, RSW
Secretary:	Noella MacMillan, RSW
Treasurer:	Michelle Nowlan, RSW

### Chapter Directors

Fredericton:	Susan Gavin, RSW
Saint John:	Debby Stanton, RSW
Woodstock:	Andrea Reid, RSW
Sussex:	Joshua Redfurn, RSW
Moncton:	Gaby Lyness, RSW
Miramichi :	Karla Parks-Lissok, RSW
Restigouche :	Carole Gallant, RSW
Edmundston / Grand Falls :	VACANT
Chaleur :	Luc Poitras, RSW
Acadian Peninsula:	Geneviève Bourgeois, RSW
Charlotte County:	Sheryl Noble, RSW

### Other Representatives

CASW Representative:	Vicky Coy, RSW
First Nation Representative:	Shasta Hitchcock, RSW
Public Member:	Karen Erb

### Committee Chairs

Examiners:	Laura Hiscock, RSW
Complaints:	Michelle Nowlan, RSW
Discipline:	Rina Arseneault, RSW
Education:	Anouk McGraw, RSW
Practice Issues, Ethics and Standards:	To be determined
Social Action:	Gaby Lyness, RSW
By-Laws:	Anne Caverhill, RSW
Re-Opening of the Act:	Géraldine Poirier Baiani, RSW

# President's Report

---

*"Our Association has undergone quite a transformation during this period. First of all, we finalized our strategic plan, which will guide our efforts over the next five years."*

---

I am extremely pleased to present my annual report. Our Association has undergone quite a transformation during this period. First of all, we finalized our strategic plan, which will guide our efforts over the next five years. Our Executive Director and staff have completed the operational plan.

You will have noted the number of activities aimed at promoting the profession on our Facebook page, from profiles of social workers and photos of events the Association has been involved in, to testimonials from other professionals who have emphasized the significant contributions made by social workers.

The survey that was done with our members sent us a very clear message: you indicated that our Association has a duty to be more present, more visible, and more responsive to members. Therefore, we have proceeded with hiring a communications officer who, I am sure, will greatly enhance our efforts in this regard.

The committee involved with our new legislation has been very busy, and I would be remiss if I did not mention the excellent work done by Géraldine Poirier-Baiani and Miguel LeBlanc. Many hours were spent on meetings with different government departments and associations to get their support. The aim was to have our bill tabled in the spring, but it



*Claude Savoie, MSW, RSW*  
President NBASW

will happen in the fall. It goes without saying that the work has just begun, because once the bill is passed, we will have to do a complete review of our bylaws and regulations. We are delighted that Anne Caverhill has agreed to chair this committee.

Your Association has rejoined the Canadian Council of Social Work Regulators. We had let our membership lapse because we had serious concerns about the council's objectives. Since changes and clarifications have been made, your Board decided to take part and contribute to advancing regulation at the national level.

Our Association is also a very active member of the Association of Social Work Boards, which brings together Canadian and American associations, and is based in Culpeper, Virginia. Several of our members sat on different committees, including Barb Whitenect, Merri-Lee Hanson, and Karine Levesque.

Each year brings renewal to your Board of Directors. We have had to say goodbye to Sarah Anderson, Wendi Nixon, Edouard Dorion, Gaby Lyness, Sharon McKillop, Lorise Simon, Karine Levesque and Claudette Landry. I would like to thank them for their dedication to our Association. We also had the pleasure of welcoming Susan Gavin, Karla Parks-Lissok, Erica Vienneau, Shasta Hitchcock, Vicky Coy and Karen Erb.

In closing, I would like to recognize our Executive Director, Miguel LeBlanc, for the excellent job he is doing at the helm of our Association. The work done by our Registrar, Martine Paquet, our Social Work Consultant, Rachel Mills, and our Administrative Assistant, Jennifer Gaudette, is undoubtedly of the highest quality. These people dedicate themselves each day, with passion, to our members and our Association. I thank them very sincerely on your behalf. As you read their reports, you will see how much work they have accomplished. Once again, bravo and thank you!

*Claude G. Savoie, RSW*

# Executive Director's Report

*"I encourage all members to take the time to consult our website or Facebook page to review the strategic plan document. I believe these four Strategic Pillars provide an exciting time of change for our Association."*

## Staffing

I want to express my sincere appreciation and thanks to my team: Jennifer Gaudette, Administrative Assistant, Martine Paquet, Registrar, Rachel Mills, Social Work Consultant. I also want to thank Gavin Reid, our summer student, who visited several of you to take your photos for our new promotional initiative that aims to celebrate each of you for your ongoing work.

I want to take this opportunity to express my sincere appreciation for and congratulations to Vanessa Doiron, who pursued one of her dreams of working with the RCMP as a 911 Dispatcher.

This year we had the honour of having social work students from St. Thomas University do their field placement with our office. Three social work students, David Freeze, Toni Eichhorn, and Melanie Eva from St. Thomas University (STU), did their social action field placement from September to December in our office. Our team continues to extend the invitation to Université de Moncton students if they are interested in doing one of their field practicums with the Association.

## Board of Directors

During the fiscal year, there was one official vacancy in the Edmundston/Grand Falls Chapter, however, the chapter is in the process of appointing their representative. Having a representative from all regions in New Brunswick, including

a First Nation Representative and public member appointed by the Minister of Health, offers a wealth of knowledge and experience that is crucial for the NBASW in fulfilling our dual mandate of public protection and the promotion of our profession. The Board of Directors met four times during this fiscal year.

Our 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 the Executive and members of the Board of Directors for their ongoing leadership role and commitment to the Association to fulfill our two legislated mandates.

## Committees

As you can see from the committee reports, all of the committees actively participate in providing resources and information, and each committee provides a great service for members. I truly appreciate the hard work and dedication from committee members who continue to volunteer and dedicate themselves to the advancement of our profession and the NBASW.

## Chapters

I would like to thank each of you who are involved in the chapters for your continued efforts to provide social and educational activities for members in your regions. Your ongoing efforts create a welcoming space for members to meet each



*Miguel LeBlanc,  
BSW, MSW, RSW  
Executive Director*

other and continue to grow as professionals and colleagues. I also want to extend a message that the staff at the NBASW is always interested and able to come and meet your chapters. As such, if interested, please do not hesitate to contact the office to make arrangements.

## NBASW Strategic Plan 2017-2022

The NBASW Strategic Plan 2017-2022's four strategic pillars are:

- Member engagement;
- Promotion of the profession;
- Public Protection; and
- Governance and resources.

I encourage all members to take the time to consult our website or Facebook page to review the strategic plan document. I believe these four Strategic Pillars provide an

exciting time of change for our Association. The following pages group the main activities during this fiscal year that corresponds to the four strategic pillars of the NBASW. The following pages are highlights from each pillar of key activities or initiatives to meet the NBASW Strategic Plan in the pursuit of our vision for a professional organization that reflects the values of social work, provides ethical leadership and instills public confidence.

#### Pillar 1: Member Engagement

- The communication audit and communication plan were completed by Matheson and Associates. This audit and preliminary plan will provide the foundation for improving the Association's communication and, at the same time, contribute to the enhancement of member engagement and the promotion of the profession.
- As part of the rebranding exercise and member engagement, members voted on our new logo which will be officially launch at the Annual General Meeting.
- The NBASW held an Open House to celebrate the new office renovation. This included the expansion of the Boardroom. I encourage each of you to visit our Facebook page and view our video about the new office.
- The Executive Director visited the Sussex Chapter and provided the thank-you plaque for NBASW outgoing Board member.
- The NBASW awarded the Debbie Nason Award to Ms. Gisele Maillet.
- The implementation of the BMS continuing education funding opportunity was a success with three professional development initiatives that will provide continuing education to over 60 social workers in the region.
- The NBASW hosted the Wine and Cheese event at St. Thomas University to celebrate recent social work graduates who are our future members and colleagues.
- The Association formed a partnership with CASW to be able to use their online hosting platform to allow hosting continuing education webinars.

#### Pillar 2: Promotion of the Profession

- The NBASW partnered with the St. Thomas University School of Social Work to organize and support the Alumni event to celebrate 35 years since its inception. The event took place on October 14, 2017.

- Key meetings with government or partners occurred throughout the year. These meetings are an opportunity to promote the role of social work in the delivery of services that you serve as social workers. The following are some of the meetings:

- The Integrated Health Care Services meeting organized by the Department of Health. This meeting was regarding the extra-mural program transferring to Medavie Blue Cross. The change was announced on September 1st, 2017 and was effective January 1st, 2018.
- The annual Canadian Association of Social Workers and the Canadian Council on Social Work Regulators meeting was held in Banff, Alberta.
- The Long-term Care Assessment Process Improvement Project meeting was held by the Department of Social Development. There was positive news for the profession of social work with new positions that were opened in Long-term Care social work. This new change may result in more social work positions in the future.
- The Association presented to the Legislative Committee regarding the legalization of cannabis. The final report was made public on September 1st, 2017. The NBASW is quoted directly in the report.
- The Town Hall Consultation Meeting on the National Seniors Strategy was held by Matt DeCoursey, Fredericton MP and Marc Serré, the MP who is leading this initiative.
- The Collaborative on Healthy Aging summit council meeting was held, and the NBASW provided promotional material for participants and helped prepare the agenda for this event with the NB Nursing Home Association.
- We attended the Department of Social Development Central Office to discuss the new changes to Long Term Care and to receive an update on the new legislation for older adults.
- The Red Shawl Healing March on Missing and Murdered Aboriginal Girls and Women was held.
- We met with the Women Equality Branch regarding their initiative under the NB Crime Prevention Roundtable for victims of family violence.
- The Healthy Aging Provincial Stakeholder Consultation was hosted by the Department

- of Social Development and the Department of Health.
- The Stakeholder Consultation session was held by Department of Health on Forensic Mental Health
- The Symposium on Opioids was organized by the Minister of Health and Chief Medical Officer.
- We attended the Government Budget 2018-2019 Lock up
- Several letter to the Editors were published during the year. The NBASW also did some media interviews. One interview I want to mention took place during social Work Week, which was a positive story about the role of social work and our contribution to helping the most vulnerable people in NB. The goal is to have more similar stories in the coming fiscal year.
- The NBASW submitted a few position papers that provided the social work lenses to policy areas that are impacting our clients. The list of the reports can be viewed in the Social Work Consultant Report.

#### Pillar 3: Protection of the Public

- We had several meetings with the Department of Health to improve the online registration process.
- The NBASW continues to participate with the NB Health Profession Regulators Network meeting. This is an informal network of all health regulated professions in NB that is chaired by the Executive Director.
- We had a meeting with ASWB regarding the ASWB Exam to discuss the how and the unique needs for NB.
- We participated at the ASWB Annual Meeting in Atlanta.
- The NBASW, with the Association legal counsel, provided training to the Discipline Committee members.
- We provided a presentation on the Code of Ethics to social work students at St. Thomas University, Université de Moncton, and MMBSW.
- A new process and tables regarding Ethical questions from members is now available for members on our website.

#### Pillar 4: Governance and Resources

- The NBASW operational plan for the year 2018-2019 has been presented and accepted by the Board of

Directors. This operational plan contains the focused priorities of staff to meet the objectives from the five-year NBASW Strategic Plan.

- The NBASW revised legislation that was adopted by the membership at our last Annual General Meeting. The legislation was submitted to the Clerk of the Legislature and the Department of Health. Due to the provincial election, the new legislation was not presented in March, however, the new target date to present to the Legislature is the fall setting.
- Phase one and two of the three-phase project that involves the NBASW's transition to Office 365 are now completed. Phase one is for a full integration of Office 365 for the internal office. Phase two is the full integration of this system for allowing the Committees and Board of Directors access to SharePoint. The third and final phase is installing this infrastructure to be accessible for chapters. This will be completed in the next fiscal year and will provide the technology to host video conferences with members, a chapter-only email, and SharePoint access for each chapter. This is aligned with the process of maximizing the full potential of the technology to engage our members.
- The Bylaws Committee has started the work on operationalizing the revised legislation. This important process will involve a chapter tour to gain member feedback on how to enhance the proposed bylaws with a target date in the fall. I encourage each of you to read the Bylaws committee report for more information.
- The Board of Directors approved the two-year contract Communication Officer position to help meet the objectives in our Strategic Plan. The goal is to have this new staff person in the new fiscal year.

I want to take this opportunity to thank all the members who are actively participating in their Association. Without your contributions, the NBASW would not be as strong as it is. I also want to encourage each of you to become involved with your chapters at the local level. By being involved you are helping to promote our great profession and supporting one another by increasing your network of colleagues in your community.

Respectfully submitted,  
*Miguel LeBlanc, BSW, MSW, RSW*

# Registrar's Report

*"NBASW volunteers have done amazing work and members should be proud of their incredible dedication toward the NBASW and our profession."*

What an amazing year it has been!

First, I would like to take the time to acknowledge the NBASW staff for their ongoing and incredible support. As the Registrar, I'm fortunate to work closely with members of different NBASW committees, such as Committee of Examiners, Complaints committee, Discipline Committee, and Practice Issues, Ethics and Professional Standard Committee. These NBASW volunteers have done amazing work and you should be proud of their dedication toward the NBASW and our profession. (Please see the committee's report for more information).

Here is a summary of activities and events that took place in 2017-2018. You will see that it was a busy year once again for the staff of the Association.

## White Ribbon Campaign Fredericton

I continue to represent the NBASW on the White Ribbon Fredericton Committee. For those of you who are not aware, White Ribbon is the world's largest movement of men and boys working to end violence against women and girls, promote gender equity, healthy relationships and a new vision of masculinity. White Ribbon's vision is for a masculinity that embodies the best qualities of being human. We believe that men are part of the solution and part of a future that is safe and equitable for all people. The committee organised several activities during the year.



*Martine Paquet, RSW  
Registrar*

Follow us on Facebook at [www.facebook.com/WRCFredericton](http://www.facebook.com/WRCFredericton).

## 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 at Université de Moncton and St. Thomas University. The NBASW was also invited to the 50th anniversary of the Social work program at UdeM. This celebration allowed us to retrace the history of the school and to recognize the significant contributions that the social work students have made to social justice. I was also fortunate to meet a few individuals who were the first graduates of the BSW program of UdeM. This event was also an opportunity to celebrate social work week!

This remarkable celebration inspired us to celebrate the 30th Anniversary of the Association as the regulatory body for the profession of social work in the province. More information about the event will be sent to you shortly!

## Presentations - Ethics

As Registrar, I continue to provide consultation on ethics to members who have consulted with the NBASW.

During the year 2017-2018, I had the privilege of providing several presentations on the NBASW Code of Ethics. I have been invited at STU on October 26, 2017; Mi'kmaq/Maliseet Bachelor of Social Work Program (MMBSW) on November 9, 2018; Campus of Edmundson, November 14, 2017 and April 4th, 2018. If your chapter would like to receive a presentation on the Code of Ethics and on the Disciplinary process, please do not hesitate to contact me by email or by phone at 506-444-9196.

## Membership

On March 31, 2018, there were 2001 members (an increase of 53 from last year). Of this number, 1811 were regular members (an increase of 67 from last year), 75 were not-employed members (an increase of 4 from last year), 42 were retired members (3 fewer from last year), 20 were out-of-province members (1 more from last year), 48 were student members (an increase of 15 from last year) and 5 were life members (unchanged since last year).



## Complaints, Discipline and Reports

The NBASW received 12 new complaints for the year 2017-2018. As for the Discipline committee, the committee received 6 new matters. Please see the Complaints and Discipline committee reports for additional information and details.

From April 2017 to March 31, 2018, no report was received by a health professional alleging that this person had reason to believe that another health professional and member of the NBASW had sexually abused a client.

No reports were received under

subsection 31.7(1) of the *New Brunswick Association of Social Workers Act, 1988*, which reads as follows: *A person who terminates or suspends the employment of a member or who imposes restrictions on the practice of a member for reasons of professional misconduct or incompetence shall file with the Registrar within thirty days after the termination, suspension or imposition a written report setting out the reasons.*

## Reinstatements

A person who wants to become a member of the NBASW after having let his or her membership lapse for at least one year must submit an application for reinstatement. All

applications for reinstatement are considered by the Board of Directors. During the 2017-2018 year, the board accepted 10 applications, 1 less than the previous year.

## NBASW Renewal

On-line renewal was another success this year. We are continuing to improve the system in order to provide adequate, quality service to members of the Association.

As you can see it was a busy year and I'm looking forward to the future!

Respectfully submitted,  
*Martine Paquet*, RSW  
Registrar

# Social Work Consultant's Report

*"One of our primary goals is to keep you, the members, informed of the work being done by your professional association."*



*Rachel Mills*, RSW  
Social Work Consultant

It has been a busy first year in my role as Social Work Consultant. The NBASW has undertaken many new and exciting initiatives to improve

communication and engagement with members, promote the profession and increase the Association's role in social policy and social justice work. Here are a few examples of the projects I've worked on over the past year:

## Communications & Member Engagement

The NBASW website has been a big and exciting project that I have been proud to lead. Recognizing that the existing site was dated and difficult to navigate for both members and the public, the Association opted to redesign the website to make it more user-friendly and accessible. Going hand-in-hand with the website redesign, has been the rebranding of the Association, to be more reflective

of the vibrancy of the profession of social work. After eight months of intensive collaboration with Revolution, a web design company based out of Saint John, we are thrilled to be launching the new website and new look at this year's AGM.

I have also been heavily involved in the preparation and publication of the NBASW's quarterly newsletter, assuming the role of editor. In response to feedback from members, we have worked to ensure that the content of the newsletter is more informative and engaging.

One of our primary goals is to keep you, the members, informed of the work being done by your professional association. In addition to the new NBASW website and

updated newsletter, the Association has also worked hard to maintain two active Facebook pages with daily content about continuing education, resources, news and stories that are of interest to members. As of May 2018, the English Facebook page had 541 followers and the French Facebook page 411 follower. Recognizing that students are the future of the social work profession in New Brunswick, the NBASW office is pleased to have hosted one social action field placement from St. Thomas University this year. I supervised both groups of students as they completed a research project examining the impact of social workers on the experience of older adults.

I also had the exciting opportunity of visiting St. Thomas University to present to incoming social work students about the role of the NBASW and consult with them about how they would like to be involved with their professional association. The Registrar, Martine Paquet, and I look forward to offering a similar presentation to l'Université de Moncton this coming year.

## Promotion of the Profession

This year the NBASW placed a great deal of focus on highlighting the diversity of the social work profession. The Featured Social Workers Series continues to be some of the most popular content on our Facebook pages and in our newsletters. With the support of a summer student, we have been able to collect a variety of stunning photos of our members for use in promotional materials, putting personal faces to the important work social workers do.

Finally, we invested significant time in creating a robust promotional campaign for Social Work Week 2018. This included the preparation of a promotional video aimed at individuals considering a career in social work, and a letter to the editor, which inspired a follow up story about the diversity of the profession. What was possibly my favourite project, was the creation of a series of social graphics featuring community partners who shared what the contributions of social workers mean to them.

## Social Policy

An important piece of feedback that the Association received from its survey last Fall, was that members want their Association to have a stronger voice when it comes to advocacy and social issues. The Association took this feedback to heart and has placed a focus on ensuring that the NBASW is taking a more active role in policy and consultations on social issues that matter to members. The NBASW Board of Directors formalized a process for the development of NBASW position papers to ensure the greatest level of member input possible. Over the past year, the NBASW has provided written submissions on the topics of: the legalization of recreational cannabis; financial abuse of older adults; domestic violence/ intimate partner violence leave; and the provincial pre-budget consultation.

## Support to Committees

I've been pleased to support the Education Committee and Social Action Committee in their work, which has included exciting initiatives like the introduction of a new social media contest, the delivery of continuing education webinars and the publication of a social action article. You can read more about these initiatives in the Committees' respective reports.

Work has also begun on revising and modernizing the NBASW bylaws, and the Registrar and I continue to be heavily involved in supporting the Executive Director and the Bylaws Committee with this important task.

Respectfully,  
Rachel Mills, RSW



# Financial Statement

---

## INDEPENDENT AUDITOR'S REPORT

---

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

We have audited the accompanying financial statements of The New Brunswick Association of Social Workers Incorporated, which comprise the statement of financial position as at March 31, 2018 and the statements of operations, changes in net assets and cash flow for the year then ended, and a summary of significant accounting policies and other explanatory information.

### Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these 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.

### Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

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

### Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of The New Brunswick Association of Social Workers Incorporated as at March 31, 2018 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.

Fredericton, New Brunswick  
May 22, 2018

CHARTERED PROFESSIONAL ACCOUNTANTS

**Statement of Financial Position**  
**March 31, 2018**

	2018	2017
<b>ASSETS</b>		
<b>CURRENT</b>		
Cash	\$ 735,455	\$ 756,664
Term deposits (Note 3)	824,772	812,085
Accounts receivable	271	271
Prepaid expenses	2,868	3,433
	<b>1,563,366</b>	<b>1,572,453</b>
PROPERTY AND EQUIPMENT (Note 4)	<b>37,399</b>	14,688
INTANGIBLE ASSETS (Note 5)	<b>20,808</b>	-
	<b>\$ 1,621,573</b>	<b>\$ 1,587,141</b>
<b>LIABILITIES AND NET ASSETS</b>		
<b>CURRENT</b>		
Accounts payable and accrued liabilities	\$ 58,246	\$ 45,695
Government remittances payable	9,893	10,175
Unearned membership dues (Note 6)	497,122	452,267
Unearned government grants (Note 7)	-	21,464
	<b>565,261</b>	<b>529,601</b>
<b>NET ASSETS</b>		
Unrestricted	461,445	516,525
Restricted	536,660	526,327
Invested in Property and Equipment and Intangible Assets	58,207	14,688
	<b>1,056,312</b>	<b>1,057,540</b>
	<b>\$ 1,621,573</b>	<b>\$ 1,587,141</b>

**Statement of Changes in Net Assets**  
**Year Ended March 31, 2018**

	Unrestricted	Restricted	Invested in Property and Equipment and Intangible Assets	2018	2017
NET ASSETS – BEGINNING OF YEAR	\$ 516,525	\$ 526,327	14,688	<b>1,057,540</b>	939,071
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES	17,604	(7,780)	(11,052)	<b>(1,228)</b>	118,469
INVESTMENT IN PROPERTY AND EQUIPMENT AND INTANGIBLE ASSETS	(54,571)	-	54,571	-	-
INTERFUND TRANSFERS <i>(Note 8)</i>	(18,113)	18,113	-	-	-
NET ASSETS - END OF YEAR	\$ 461,445	\$ 536,660	58,207	<b>1,056,312</b>	1,057,540

**Statement of Operations**  
**Year Ended March 31, 2018**

	2018	2017
<b>REVENUE</b>		
Membership dues	\$ 633,065	\$ 634,988
Grant - Cyberviolence project	21,464	76,549
Interest	11,366	18,081
Other	2,891	619
	<b>668,786</b>	<b>730,237</b>
<b>EXPENSES</b>		
Board and executive meetings	17,193	25,680
Chapter issue - loss due to misappropriation ( <i>Note 9</i> )	773	7,216
Chapter rebates	18,160	18,935
Committee expenses	7,462	6,679
Communication plan	16,229	-
Complaints and discipline	36,837	18,279
Credit card fees	12,629	11,277
Dossier expenses	1,988	1,338
Dues - C.A.S.W., C.C.S.W.R., and A.S.W.B	67,232	67,316
Equipment lease	4,982	6,112
Insurance	7,298	7,328
Meetings and conventions	13,910	13,853
Office	15,455	13,578
President's expenses	4,306	5,677
Professional fees	28,146	20,339
Program - Cyberviolence	7,522	76,549
Public relations and promotions	11,335	13,939
Rent	29,114	27,661
Salaries, wages and subcontracts	286,023	211,792
Scholarships	5,164	3,750
Services to members	12,218	9,617
Staff expenses	10,931	21,897
Strategic planning sessions	12,769	7,649
Telephone	12,589	10,183
Travel and donations	1,871	396
Website and computer support	9,046	3,977
	<b>651,182</b>	<b>611,017</b>
	<b>17,604</b>	<b>119,220</b>
<b>RESTRICTED INCOME (EXPENSE)</b>		
Interest (Restricted)	10,333	14,278
Re-Opening of Act	(18,113)	(10,988)
	<b>(7,780)</b>	<b>3,290</b>
	<b>9,824</b>	<b>122,510</b>
<b>OTHER EXPENSES</b>		
Amortization of property and equipment	8,079	4,041
Amortization of intangible assets	2,973	-
	<b>11,052</b>	<b>4,041</b>
<b>EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES</b>	<b>\$ (1,228)</b>	<b>\$ 118,469</b>

**Statement of Cash Flow**  
**Year Ended March 31, 2018**

	2018	2017
<b>OPERATING ACTIVITIES</b>		
Excess (deficiency) of revenue over expenses	\$ (1,228)	\$ 118,469
Items not affecting cash:		
Amortization of property and equipment	8,079	4,041
Amortization of intangible assets	2,973	-
	<b>9,824</b>	122,510
Changes in non-cash working capital:		
Accounts receivable	-	(271)
Prepaid expenses	565	(962)
Accounts payable and accrued liabilities	12,551	(10,774)
Unearned membership dues	44,855	78,905
Government remittances payable	(282)	1,714
Unearned government grants	(21,464)	(76,549)
	<b>36,225</b>	(7,937)
	<b>46,049</b>	114,573
<b>INVESTING ACTIVITIES</b>		
Purchase of property and equipment	(30,790)	(6,384)
Purchase of intangible assets	(23,781)	-
Term deposits	(12,687)	(64,277)
	<b>(67,258)</b>	(70,661)
INCREASE (DECREASE) IN CASH	(21,209)	43,912
CASH - BEGINNING OF YEAR	756,664	712,752
CASH - END OF YEAR	<b>\$ 735,455</b>	\$ 756,664

## Notes to Financial Statements Year Ended March 31, 2018

---

### 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

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.



**Notes to Financial Statements**  
**Year Ended March 31, 2018**

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%
-----------------------------------	----------

The Association regularly reviews its property and equipment to eliminate obsolete items.

Intangible assets

The website design costs are 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. TERM DEPOSITS

Term deposits are interest bearing at rates between 0.4% and 2.00%.

4. PROPERTY AND EQUIPMENT

	Cost	Accumulated amortization	<b>2018 Net book value</b>	2017 Net book value
Furniture, fixtures and equipment	\$ 130,692	\$ 93,293	<b>\$ 37,399</b>	14,688

5. INTANGIBLE ASSETS

	<b>2018</b>	2017
Website design costs	<b>\$ 23,781</b>	\$ -
Accumulated amortization	<b>(2,973)</b>	-
	<b>\$ 20,808</b>	\$ -

**Notes to Financial Statements**  
**Year Ended March 31, 2018**

6. UNEARNED MEMBERSHIP DUES

This amount represents dues collected for the 2018-2019 year, net of associated CASW fees.

7. UNEARNED GOVERNMENT GRANTS (PROGRAMS)

	2018	2017
Cyberviolence	\$ -	\$ 21,464

8. 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 Special projects fund can be accessed for future projects as determined by the Board of Directors.

The Re-opening of Act fund can be accessed to cover costs associated with regulatory revisions and amendments to the *New Brunswick Association of Social Workers Act, 1988* legislated by the Province of New Brunswick.

	2018	2017
Contingency	\$ 307,429	\$ 301,388
Defence	105,117	103,056
Scholarships	30,712	30,110
Special projects	51,525	50,515
Re-opening of Act	41,877	41,258
	\$ 536,660	\$ 526,327

During the year the organization transferred \$18,113 (2017 - \$11,592) from the Unrestricted Fund to the Re-opening of Act Fund and \$nil (2017 - \$25,678) from the Unrestricted Fund to Special Projects Fund.

9. CHAPTER ISSUE - LOSS DUE TO MISAPPROPRIATION

During the year, the Association incurred legal and accounting fees of \$773 (2017 - \$7,216) with respect to a loss of \$18,331 on a financial misappropriation matter from 2016. Management has taken measures to rectify the situation but the amount and likelihood of any potential recovery, if any, is uncertain. Consequently, for conservatism, the Association has recognized the full amount of the loss and the related professional fees in the years incurred.

# CASW Representative's Report

*"In my first year as CASW Director, I am proud to have seen so much work going into the 4 Pillars of this federation."*

In my first year as CASW Director, I am proud to have seen so much work going into the 4 Pillars of this federation. There have been numerous activities throughout the year on both a provincial and national level as well as the CASW's participation in various international events and issues. We had the opportunity to meet face to face and learn about the Policy Governance Model of consensus in a meeting and we had teleconference meetings to continue the work of the federation. We are pleased to announce that Ajay Pandhi, from Alberta, was elected as Vice-President. An exciting ongoing project for the CASW is the process to review the 2005 Code of Ethics, Guidelines for Ethical Practice and Scope of Practice documents to make them more current to our present day social work practice.

To promote the profession, the CASW has increased their social media engagement and is working on making changes to the website to make it more efficient and easy to use. Practice Networks for social workers working within Child and Family Practice as well as those in Private Practice were created. These networks are an effective way for social workers across the country to connect on issues that they may have in common, to feel a sense of support, and to discover resources and initiatives that have been introduced in other areas. There have been several webinars offered in the past year on topics such as Reconciliation, Jordan's

Principle, Mental Health for Children and Adolescents, and Social Work with the Legalization of Marijuana. The webinars are a valuable tool for sharing information and can be used as an important piece of continuing education. For 2018 National Social Work Month, the theme was Bringing Change to Life.



CASW is committed to issues of Social Justice. A very successful survey on the Child Welfare Project was completed. Thank you to those who participated. The information sent in was helpful in having an understanding of some of the concerns facing those who work in the child welfare systems. The CASW sent letters to Ministers to address issues such as Pay Equity, supporting the Universal Basic Income Guarantee, ensuring the inclusion of social workers in initiatives and research for first responders with PTSD, Canada Housing and Renewal, concern about the number of Indigenous Children in

Care, and a letter of support on the report on Canada Without Poverty to the UN Human Rights Council. A message was sent by the CASW President on International Women's Day on the #MeToo Movement, with the focus on reminding everyone of the higher level of violence towards Indigenous women and girls, how they have been silenced like no other group, and to ensure that their voices are heard as we move forward on this issue.

Coalitions and partnerships were maintained or developed with different organizations including the Canadian Public Health Association, the CAMIMH, HEAL Health Action Lobby, CHRA, Canadian Medical Association, and the SOONER project (Surviving Opioid Overdose with Naloxone Education and Resuscitation) funded by the Canadian Institute of Health Research. These partnerships allow the CASW to support various projects or organizations who directly impact on our clients and communities, from a social work perspective that is vital.

It has been a priority for the CASW to promote strategies that strengthen the profession of social work. Often, this involves connecting with international federations such as the National Association of Social Workers and the International Federation of Social Workers. We are excited to announce that the IFSW has decided that the 2020 World Social Work Conference, The Global Social Work Agenda: The Next Ten

Years will be hosted by the University of Calgary, School of Social Work and the CASW will assist in organizing and promoting this conference. A webinar series was offered on Anti-Opressive Practice with the focus on Race and Child Welfare as well as using Inclusive Social Work practices by Sen. Wanda Thomas Bernard. Internationally, the CASW President participated in a webinar on forced organ harvesting in China. The CASW agreed to support the

condemnation of this practice at the IFSW AGM in Dublin. Our own Morel Caissie, NBASW and CASW Past President, accepted a seat on the IFSW Nominating Committee for the upcoming IFSW elections.

Finally, I would like to thank the NBASW for choosing me as the CASW Representative. It has been an exciting adventure this first year and I am learning so much from my colleagues and directors from the

other provinces in the federation. Each time an update of activities comes in, I am reminded of the incredible amount of work that social workers are doing within their communities and across the country. I look forward to seeing where the next year takes us and what new professional initiatives are to come.

Respectfully,  
Vicki Coy, BSW, MSW, RSW  
CASW Director

## Committee of Examiners' Report

*"The mandate of the Committee of Examiners is to evaluate candidates who are applying for membership with the NBASW in one of the following categories: regular member, temporary member or student member."*

I have been the Chairperson of the Committee of Examiners since May 2016 and am honoured to work alongside a group of devoted and conscientious Social Workers.

First, the NBASW Registrar, Martine Paquet, deserves considerable recognition for her continued and consistent dedication, guidance, knowledge and, attention to detail that she offers to the Committee of Examiners. She puts a lot of effort into keeping us organized and ensures each application that is submitted is complete with all required accompanying documents.

The members of the committee have changed over this past year. We have had members complete their term of commitment and have welcomed new members to the committee. First, I would like to recognize Thérèse Doucet, Danica Doucet, Monique Dubé-Michaud, Jennifer -Ann Forgues, and Jean-Marie Haché (public member) as our outgoing members this past year. Their commitment to the Committee

of Examiners has not gone without notice; many thanks to these women for their dedication to the Social Work profession in their diligence and contributions in approving applications for membership with the NBASW. The new committee members are as follows: Geneviève Bourgeois, Annie Guitard, and Jessica Melanson (public member). I would like to thank these ladies for all their time, hard work, diligence and dedication in thoroughly reviewing each new application for membership. The committee strives to make the best decisions for membership approval in accordance with the mandate and by-laws outlined by NBASW. The committee meets every month and makes every effort to arrange meetings that coincide with the completion of programs at local schools of social work.

The mandate of the Committee of Examiners is to evaluate candidates who are applying for membership with the NBASW in one of the following categories: regular

member, temporary member or student member.

From April 1st, 2017 to March 31st, 2018, the total number of members approved by the committee was 180, which is 43 more than last year. A more detailed breakdown is as follows:

- The committee had 13 meetings in total
- The committee approved 127 regular members (28 more than last year)
- The committee approved 12 temporary members (5 more than last year)
- The committee approved 41 students (10 more than last year)

This year as chairperson has been a busy and rewarding one. We as a committee look forward to the year ahead.

Respectfully submitted,  
Laura Hiscock, MSW, RSW  
Chairperson of the Committee  
of Examiners

# Complaints Committee Report

The Complaints Committee is made up entirely of volunteer members of the NBASW. We meet on average once a month, which varies depending on numbers of complaints received. This year, I am pleased to say there has been no change regarding committee members, which include Carole Poitras, Omer Savoie and I, along with Clara Tarjan as alternate member. Consistency is an important asset in ensuring an efficient and respectable process and I can confidently say the committee thrives to do so with every complaint that is reviewed.

The committee is mandated to review and investigate complaints that are received in accordance with the provisions of the 1988 Act to Incorporate the New Brunswick Association of Social Workers. As necessary, the committee consults with NBASW's legal counsel to obtain legal advice on action to be taken and get support with drafting decisions. Some complaints require more thorough investigation, at which point the committee appoints an investigator, who is also a member of the Association.

During the past year, April 1st, 2017 to March 31, 2018, 12 new complaints were received, and 14 complaints were carried over from the previous year. Of these 26 complaints 15 were dismissed and 6 were referred to the Discipline Committee. There are currently 5 ongoing matters.

I would like to thank all committee members as well as the Registrar, Martine Paquet, for their dedication as well as the expertise they bring to the committee.

*Michelle Nowlan, RSW*  
Complaints Committee Chair

# Discipline Committee Report

The Discipline Committee is composed of the following members: Rina Arseneault (chair), Claudette Bourgeois, Geneviève Forest-Allard, Gloria Sacobie and Mariette Damboise (public member).

The NBASW offered a presentation through the NBASW legal counsel for discipline committee members (and alternate members) on September 12, 2017. The presentation was an overview of the Procedural Manual for the Discipline Committee and to ensure that members were fully prepared for upcoming disciplinary hearings. The presentation was also recorded at the Muriel McQueen Fergusson Centre.

During the year 2017-2018, 6 complaints were referred to the Discipline Committee, and 4 matters were carried over from the preceding year. Of these 10 matters, 5 were completed /closed and 5 are still ongoing.

On July 20, 2017, a hearing took place by teleconference and the matter was resolved.

The Discipline committee had an official hearing on September 25 & 26, 2017 and dismissed the matter.

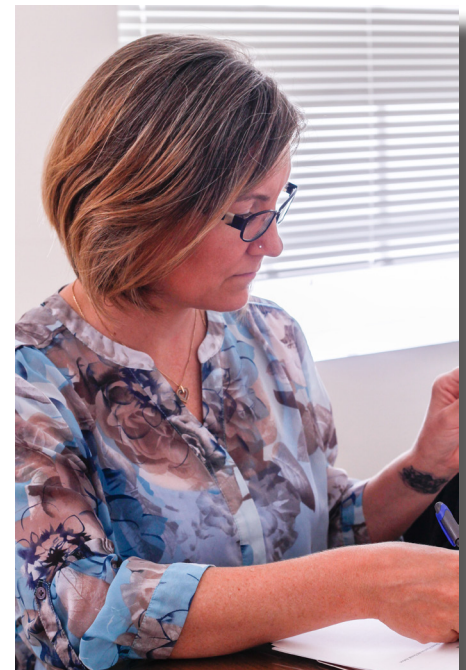
As a result of the court's finding, the Association was barred from proceeding further with a specific complaint. The matter was therefore withdrawn.

Regarding another matter (2 complaints against the same social worker), the employer settled with the social worker and withdrew her dismissal. The employer also confirmed that she no longer wanted to participate in the disciplinary process. Both matters were therefore withdrawn.

There are also two pre-hearing negotiations between legal counsels

and one matter is in negotiations with the Registrar.

*Rina Arseneault, C.M., MSW, RSW*  
Chair



# Practice Issues, Ethics and Professional Standards Committee Report

The members of the Practice Issues, Ethics and Professional Standards Committee are Debbie Stanton, Sheryl Noble. I would also like to welcome Mary Ann McLeese to the committee. For your information, some positions are vacant on the committee. These positions need to be filled in order to continue the important work of the committee. If you are interested in participating, please inform the NBASW office.

The committee did not receive any ethical issues from the membership during 2017-2018 but looks forward to continuing to provide this valuable consultation service to members in the upcoming year. If you have any ethical questions, please feel free to contact the NBASW Registrar, Martine Paquet, or complete the *Practice Issues, Ethics and Professional standards form* that can be found on the NBASW website (under section About-Board of Directors).

The Board of Directors adopted the *Guidelines on disclosure of confidential information in situations of potential harm*. A copy is available on the NBASW website (under section Resources)

I would like to thank all of the members of the committee for their ongoing work and dedication.

Respectfully submitted,  
Martine Paquet, RSW

## Education Committee Report

The members of the Education Committee are Wendi Nixon, Tanya Smith, Ashley Goyette, and Anouk McGraw. The Education Committee's mandate includes selecting the recipients of various bursaries and scholarships, as well as developing application forms and policies on continuing education and other subjects.

The committee met twice last fall to discuss policies on continuing professional education and the policies and application forms for the five bursaries and scholarships that are provided. Yes, five bursaries and scholarships! The committee is pleased to announce that a new bursary has been created through our partnership with the Co-operators Home and Automobile Insurance Company. There is a bursary provided to a social work student at the Université de Moncton school of social work, the St. Thomas University school of social work, or the Mi'kmaq-Maliseet bachelor of

social work program. In addition to the new bursary offered by the Co-operators to a social worker who wants to pursue continuing education, and the NBASW Scholarship, there is a possible sixth grant in cooperation with the CASW. Due to a potential conflict of interest, the NBASW Scholarship recipient for this year was selected by the Social Action Committee. The Committee is pleased to announce that this year's recipient is Seema Poirier from Dalhousie, NB who is pursuing her Master in Social Work from Dalhousie University. The members of the Education Committee congratulate all 2017-18 recipients and wish them the best of luck with their studies!

As Chair of the Education Committee, I was pleased to attend the celebrations at Université de Moncton to mark the 50th anniversary of the school of social work. It was a great gathering to recognize the beginnings of social work and the continuity of this

wonderful profession, of which I am proud to be a member.

A new development in 2018 is the introduction of a question-and-answer contest that gives you the chance to have your name entered in a monthly draw. The contest is on the NBASW Facebook page, and if you provide the correct answer to the question asked you have a chance to win a prize. Now is the time to like the NBASW Facebook page.

In closing, I would like to thank each member of the Education Committee for their time and dedication to the Association, as well as Rachel Mills for her help with our calls and meetings. I encourage members to keep an eye on the NBASW Facebook page and website, since the committee will be organizing educational webinars for members.

Report respectfully submitted  
by the Committee Chair,  
Anouk McGraw, RSW

# Social Action Committee Report

The Social Action Committee was thrilled to welcome many new members this year! Current Committee members include: Debby Stanton (Chairperson), Erin Jackson, Katherine White, Samantha Martin and Sarah Enright.

The Committee started the year with a meeting in April 2017 to review the purpose of the Committee and develop a workplan. The Committee chose to focus on the development of social action articles, for publication

in the NBASW newsletter and on the website. The intention of these articles is to create discussion among social workers and promote social action.

The Committee met again in October 2017 to prepare a submission for the provincial pre-budget consultation. This document included a variety of recommendations, with a focus on preventative health care and social services.

In January 2018, the Committee

began work on its first social action article, with a goal of having it ready for publication in late June or early July 2018.

A sincere thank you to all Committee members for their hard work and dedication over the past year.

Respectfully submitted on behalf of the Social Action Committee,

*Rachel Mills, RSW*

Social Work Consultant

## Re-Opening of The NBASW Act Committee Report

This report consists of the activities since our last annual meeting where the membership accepted the proposed changes to the NBASW Act. The members of the committee were Claude Savoie, Barb Whitenect, Karine Levesque (the three last presidents of NBASW), Claudette Landry (public member), Miguel LeBlanc, Rachel Mills and Martine Paquet (NBASW staff/support).

The modernization of any Act is a long process and having it approved by the Board and its membership was the first step. That in itself took almost two years of jurisdictional scans, consultations with members, stakeholders, writing discussion papers and the drafting of a new Act with comparisons to the old one to help the Board and members understand and come to a vote. Our hope following the last annual meeting had been to have the Bill passed in the Fall sitting of the legislature. We knew it was ambitious; we still had to get stakeholders and all political parties on board, work

with the Department of Health and the legislators to get it through the House, and get written support from our Health regulator partners, specifically the doctors, nurses and psychologists. And it was a pre-election year.

With the committee work completed, Miguel and I set out to do what had to be done to push this through. That meant a lot of face to face meetings. In short, we got overwhelming support for all proposed changes from the Department of Health, all the political parties, stakeholders, unions and got our written support from the NB College of Physicians and Surgeons and the Nurses Association of New Brunswick. The Department of Health and the Nurses Association of New Brunswick indicated interest in the Association's interdisciplinary committee to support us in the development of By-laws around diagnosis. The NB College of Psychologists was consulted through face to face meetings twice, first with

their management and then again with their management, president and a board member. During the first meeting they committed to working with the NBASW and to providing a letter of support from their Board. Although the second meeting delayed our work, the president again committed to sending a letter of support to the Department of Health stating they would not object to the proposed changes in the Social Work legislation. As there was no other opposition to the legislation, this was the last piece we needed in order to get the Minister's approval to proceed to the Legislature.

We were disappointed when the College of Psychologists hired a lawyer and raised opposition to the Act suggesting it should not proceed due to the inclusion of "diagnosis" within the scope of practice for Social Work. The Minister of Health reviewed the complaints of the College of Psychologists, and based on our arguments and the overwhelming support from the other professions,

decided despite the opposition, to support the Association in submitting the proposed amendments to the act for consideration to the Legislative Assembly. That letter was dated January 12, 2018. As per the legal requirements we placed a notice in the local newspaper and Royal Gazette advertising the proposed legislation. So, the Fall sitting was missed, the best we could now do was obtain a date in the Winter session. The Bill was filed with the Clerk of the Legislative Assembly along with all the affidavits and necessary notices. The process from there is to send it to the Department of Justice for review, have it printed by the Queen's printer and distributed to the MLAs. Monique LeBlanc, MLA from Moncton, indicated March 13th was to be the date of the First Reading. Soon afterwards we were advised that the House would only be sitting one week in March; not

surprising as all MLAs wanted to start campaigning.

One week is not enough time to have First Reading, Standing Committee on Private Bills, Second and Third reading and, finally, Royal Assent. You need at least 10 days. In the end it was decided to pull the Bill and wait until the Fall, otherwise it would simply have died, and we would have had to restart anyway. Although disappointing, this does not delay our implementation, we simply have to go at it again in the Fall of 2018 and, in the meantime, the By-laws Committee has commenced their work, which is required before the changes are proclaimed. The new Act, once completed, will bring us in line with other Canadian jurisdictions, will modernize our Admissions, Complaints and Disciplines processes, and will ensure the official languages are enshrined in legislation as per

the government's request. It is also logically organized and ensures both languages say the same thing.

I want to give credit and thanks again to Miguel, we have worked well as a team, and to all of you for your attention to this important matter.

Respectfully submitted  
*Géraldine Poirier Baiani*, RSW  
Committee Chair



## By-Law Committee Report

In response to the new law governing Social Workers which will be presented in the fall session of the legislature, a Committee was formed to develop the bylaws required to reflect and operationalize the authority that will be provided in the new Act.

This work is important in that while the Act gives our Association the authority to govern and licence the profession of social work in our province, the bylaws are what will give us the operational guidance on how to make that happen.

The Committee is composed of the following social workers, appointed by the Board of Directors: Valerie DeLong; Eileen Gauthier; Tanya

Smith; Sheryl Noble; Géraldine Poirier Baiani; and Anne Caverhill as chair. All bring their particular expertise as social workers to the task and their input is critical as pragmatic voices of experience.

Non-voting members include Miguel LeBlanc as Executive Director, who provides the direction required to the Committee's work. Lawyers, Dan Leger and Dominic Caron are responsible for drafting the proposed bylaws and providing legal advice if necessary.

The main objectives of the Committee are to:

1. Provide recommendations to update the NBASW bylaws under the authority of the

proposed legislation that takes into consideration the evolution of legal decisions and operational requirements that govern professional bodies;

2. Ensure that the proposed bylaws meet the current legal and functional needs of the Association and its members, and reflect changes in law governing professional bodies;
3. Ensure the protection of the public by adhering to the following principles of transparency, accountability and impartiality; and to,
4. Ensure that the objectives of the Social Work legislation are adhered to.



It is to be noted that the proposed bylaws will not, at this juncture, include Social Work diagnosis.

The terms of reference for the work of this Committee define the goal of having proposed bylaws submitted to the Board of Directors in September 2018 and out to the

membership during the fall for presentation and feedback. In order to accomplish this, the Committee, which had one full meeting earlier this year, intends to meet again in early May for an extended session of review of a package currently being prepared by the lawyers.

The focus of the work will be to ensure that the bylaws reflect the intent of the proposed new Act with protection for both the public and the profession.

Submitted by  
*Anne Caverhill, Chair*

## Fredericton Chapter Report

The Fredericton Chapter got off to a slow start this past year with the first meeting being held in October. However, once the door opened, the Chapter rolled along. Again, I want to encourage Fredericton Chapter members, as well as the membership at large to participate in your association. Everyone's contribution is essential for the smooth workings of the Chapters and the Association as a whole. Luckily for the Fredericton Chapter there is a core group on the Education Committee who dedicate many hours to ensure there is an educational component during the evening meetings as well as noon-time sessions throughout the year, and plan for a full day session at least once a year. Everyone is welcome to participate in planning events, suggesting topics for future events, participating on a committee, etc., and, of course, your presence at the meetings and sessions is imperative.

The Chapter Executive consists of President, Valerie DeLong, Vice-President, Leslie Lecour, Secretary, Tanya Wilson and Treasurer, Tara Hay. Susan Gavin is the Chapter Director. The Chapter's Educational Committee remains very active with Evelyn Morrison as the Chair of the committee and there is always room for more members on the Education Committee.

On December 6th, the Chapter held a drop in at the Delta's D.J. Purdy's Lounge, which was well attended and enjoyed by all. Light refreshments and door prizes were part of this social event.

January's noon-time session was held at the Community Health Centre on King Street and featured STU professor, Jenni Hotte, presenting her research on Eating Disorders.

During February's evening meeting, Lisa Tracey provided information on the Network of Excellence. This presentation was followed by a business meeting where an election was held to fill the vacant Vice President position. As stated above, all positions on the Executive are now filled.

The educational event highlight during Social Work Week was held at Killarney Lake Lodge on March 23. This was an all day, free to Chapter members, event titled Cultural Safety. Chris Brooks from St. Mary's First Nation opened the session with a song and opening prayer, which was followed with the history of First Nations social work by Judy Levi and Glen Caplin, fellow social workers. Jordan's Principal coordinator, Maxine Ginnish, provided an overview of the origin of Jordan's Principal and how it is being implemented throughout

New Brunswick, the Maritimes, as well as throughout all of Canada. Lunch was provided, which was prepared by St. Mary's Grocery. The afternoon session consisted of a presentation by Tom Mann on the topic of "Truth and Reconciliation: The Context and our Obligation". The final highlight of the day was a presentation by Sisters of the Drum, which was truly a wonderful experience.

This year, the Chapter continued with the contest where one social worker who has attended at least three meetings/educational events will have their membership fees paid by the Chapter. The "winner" picked this year is soon to be drawn and will be identified at the AGM. Congratulations!!

Our next meeting is currently in the planning stages for May and will be an opportunity for year-end wrap up/social time. We hope that the event will be well attended and enjoyable for all!

In closing, I would like to encourage fellow social workers to remain or become active in the local associations and especially to promote and support our social work profession.

Respectfully,  
*Valerie DeLong*

# Restigouche Chapter Report

The Restigouche chapter held three general meetings over the last year, which attracted a limited number of participants. During our special event for Social Work Week, a lunch-and-learn on the challenges facing the social work profession was organized by the chapter executive. About 10 members were in attendance. The chapter took this opportunity to award the Social Worker of the Year Award to Schawn Boucher, as well

as the prize for Person of the Year 2018 to pediatrician Dr. Mohammed Rizk, for his incredible contribution to children and families in the region.

The chapter elections in March 2018 brought a wave of changes to the executive. Carole Gallant remains Chapter Director, and Mélodie Vienneau is now Chapter President. Other positions remain unfilled. Members will be called to another

meeting over the next few months to fill the positions of Vice President, Secretary, and Treasurer.

The executive would like to thank the past executive members for their involvement in the last activity, as well as activities throughout the year.

Report submitted by  
*Mélodie Vienneau*, RSW,  
Chapter President

# Charlotte County Chapter Report

The Charlotte County Chapter did not hold any independent activities or events this year. The executive, which consists of myself, Susan Hickey, and Kerrie Rafuse, in collaboration with our Chapter representative Sheryl Noble, continue to support

workplace activities such as Wellness Week. We face many challenges in engaging membership in the context of rural social work barriers such as geography and staff turnover. We would like to express our gratitude for Sheryl's dedication to her role as

our representative. We will continue in our efforts to maintain the life of the Chapter and foster its growth.

Respectively submitted,  
*Colleen Grattan Gick*

# Woodstock and Perth-Andover Chapter Report

Another year of hard work and strong commitment has allowed us to strengthen Social Work in the Woodstock-Perth Andover area. Our chapter continues to build strong relationships with our community partners and, in doing so, raise awareness for the Social Work Profession and our commitment to our communities.

As a Chapter we continue to grow and make great strides on initiatives important to Social Workers on a daily basis. Either directly or indirectly, our members, much like those across the Province are leaders in social change. I would like to extend my personal thanks and appreciation for all the hard work of our members.

It is because of your commitment and engagement that the work we do makes a difference in the lives of those we serve in our communities.

As a Chapter, we continue to look for ways to spotlight Social Work achievements, highlight priorities and provide opportunities to learn. I would like to encourage members to become involved at the chapter level and bring forward

ideas to boost chapter initiatives.

Respectfully submitted by,  
*Andrea Reid*, MSW, RSW  
Director Woodstock-Perth Andover Chapter



# Saint John Chapter Report

The Saint John Chapter has been working on the planning of the 2018 AGM and are excited to be welcoming our colleagues from around the province in June. The bulk of the work has been completed and we are prepared to host the social work community

The call for volunteers was met with several people coming out and committing to being involved and

helping out with registration and other such activities.

Because we were hosting the AGM this year, we did not sponsor any activities at Christmas or during Social Work Week; we needed to ensure we had the financial resources to pay for this event as we went along.

The final point I would like to make is that this is my last term as the Saint

John Director to the Board. We have not identified a new Director as of the writing of this Report, but I anticipate we will have the seat filled soon.

This is all the news out of Saint John and I respectfully submit this chapter report.

Sincerely  
*Debby Stanton*

# Moncton Chapter Report

Our annual meeting was held in June at the Sheraton Hotel in Shediac. About forty members attended. We elected a new president, Jennifer-Anne Geddes. Gaby Lyness stayed as the director, and Johan Eatmon as the treasurer. Two seats remained vacant at that point. After the election and business meeting, we had the pleasure and honour of listening to Mark Black, motivational speaker. This activity was followed by a cruise on Shediac Bay.

We then welcomed Lorise Simon among our executive as the Vice President in September 2017. The new executive committee met twice between September and December 2017 and had several online conversations regarding many topics.

In December 2017, as our last activity of the year, we had a Christmas social at the Mapleton Lodge in Moncton. Over twenty members attended. A gift certificate of \$15 was presented to every attendee and we enjoyed conversation and a light snack.

and business meeting, we had the pleasure and honour of listening to Mark Black, motivational speaker. This activity was followed by a cruise on Shediac Bay.

We then welcomed Lorise Simon among our executive as the Vice President in September 2017. The new executive committee met twice between September and December 2017 and had several online conversations regarding many topics.

In December 2017, as our last activity of the year, we had a Christmas social at the Mapleton Lodge in Moncton. Over twenty members attended. A gift certificate of \$15 was presented to every attendee and we enjoyed conversation and a light snack.

With the New Year starting, we launched a Facebook private group to our members that wanted to be part of it in January 2018. Over 220 members have joined the group as of March 21st, 2018. All of our Chapter's information is sent through email and Facebook. Surveys, tools, available seminars, etc. are also shared on the Facebook page.

On February 19th, as part of Family Day, we organised an activity at Centennial Park Rotary Lodge. Aside from the executive, one member and her family showed up. We had a pot luck, went for a group walk in the trails, and let the kids slide outside. We are hoping for a bigger turn around for the second edition!

We had a front page article in the Times & Transcript on Monday, March 19th, 2018 as part of the Social Work week, where our chapter's President Jennifer-Anne Geddes, the Executive Director of NBASW Miguel LeBlanc, and Karoline Martin from the Social Work school at St. Thomas University were interviewed. This helped to highlight one of our chapter's goals of improving the image of our profession and by showing more pride in the wonderful work we do in our communities through activities for the members and communication with local media, etc.

We had a recognition supper for the Social Worker week at Gusto's Restaurant in Moncton on March 19th, 2018. Forty-four members attended, and lively conversation and sharing took place as we enjoyed a

*Moncton Chapter Report continued. . .*

meal together in the spirit of Social Work week. The local chapter helped pay for part of the meal and awarded some small prizes to participants. The winner of our annual Association dues draw was Francine Caissie.

We then had the pleasure of welcoming Karine Duguay as the new

Vice President of our chapter! We said goodbye to Gaby Lyness who is pursuing other goals at the moment. Lorise Simon took the director position of our chapter. We now have one position available: Secretary.

Our executive members will be meeting again in spring to plan our

summer fun activity.

To another beautiful year ahead!

Moncton Chapter Executive members,  
*Jennifer-Anne Geddes, President*  
*Karine Duguay, Vice-President*  
*John Eatmon, Treasurer*  
*Lorise Simon, Director*

## Acadian Peninsula Chapter Report

The committee met regularly to plan activities. During the last AGM, held in Bathurst, an initiative was established to help members who wanted to attend the AGM or take training to pay the associated costs.

Since that time, there have been some changes at the Acadian Peninsula Chapter. After the AGM, which took place in late October and was hosted by the chapter, the following people were nominated and elected to the chapter : André-Marc Friolet, President ; position vacancy, Vice President ; Annette Comeau, Treasurer ; Julie Lanteigne,

Secretary ; Anne Godin and Mélanie McGraw, Counsellors. Geneviève Bourgeois remains the Director of our chapter, until her term ends. After the elections, our energy went into organizing a Christmas dinner, which was held at Au P'tit Mousse restaurant in Lamèque. Several door prizes were drawn, as well as a prize of \$100 towards the next NBASW membership dues. It was a very nice evening, which members enjoyed very much.

Also, members of our chapter marked Social Work Week, the theme of which was "Bringing change to life".

A congratulatory note about their work was sent to all chapter members, as well as a dinner invitation. Several door prizes were awarded in a draw held at the dinner.

The committee continues to prioritize maintaining a current list of contact information for members in order to communicate with all of them. This list is updated every six months.

The committee continues to meet to plan new events and activities.

*André-Marc Friolet, RSW,*  
President of the Acadian  
Peninsula Chapter

## Miramichi Chapter Report

We had a fairly quiet year in the Miramichi Chapter.

This year we attempted to structure our meetings in conjunction with the Chapter Director Meetings. This allows for me to share the reports from the Board of Directors meetings in a timely manner.

The Miramichi Chapter of the NBASW hosted our members for a relaxing dinner at the RODD to celebrate Social Work Week and three of our members won money towards their NBASW dues. The event was very well attended with more than 30 members in attendance.

Although our meetings have been minimal, we continue to have an energetic group of social workers in our region. I am looking forward to the coming year.

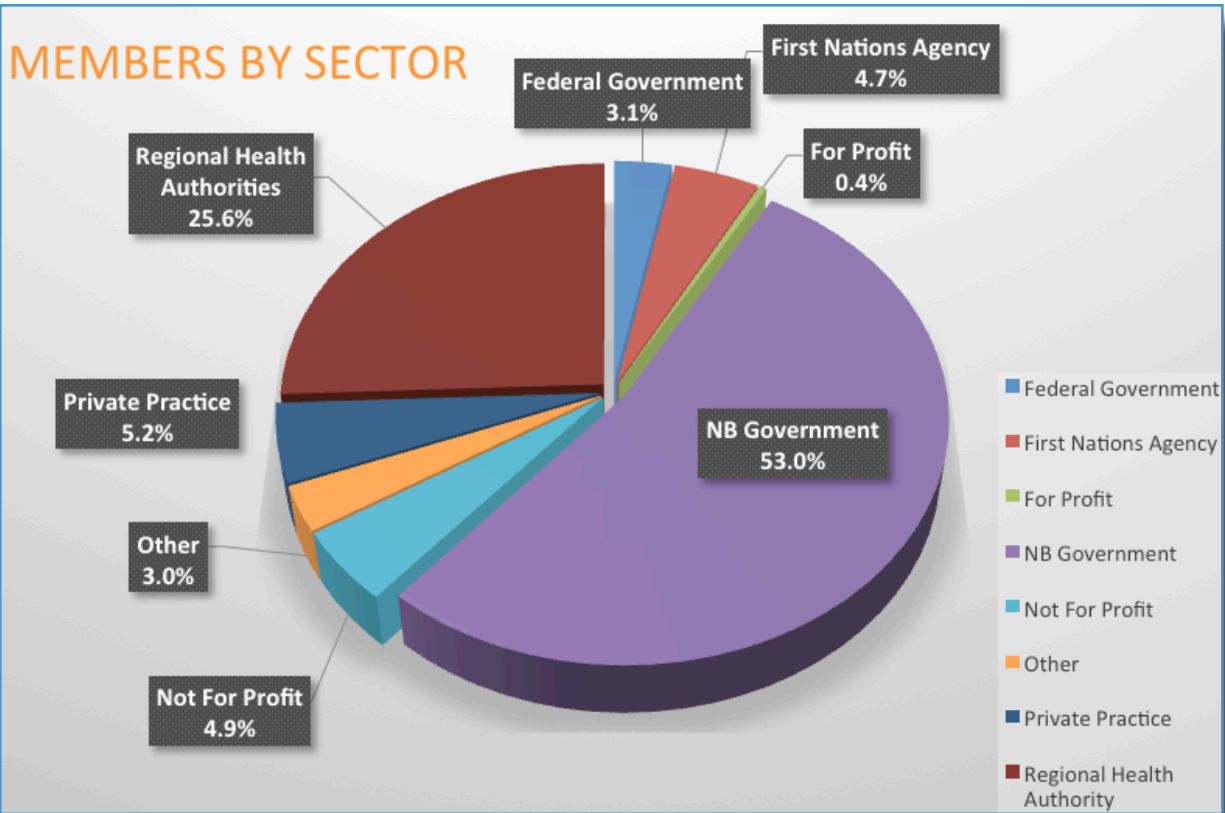
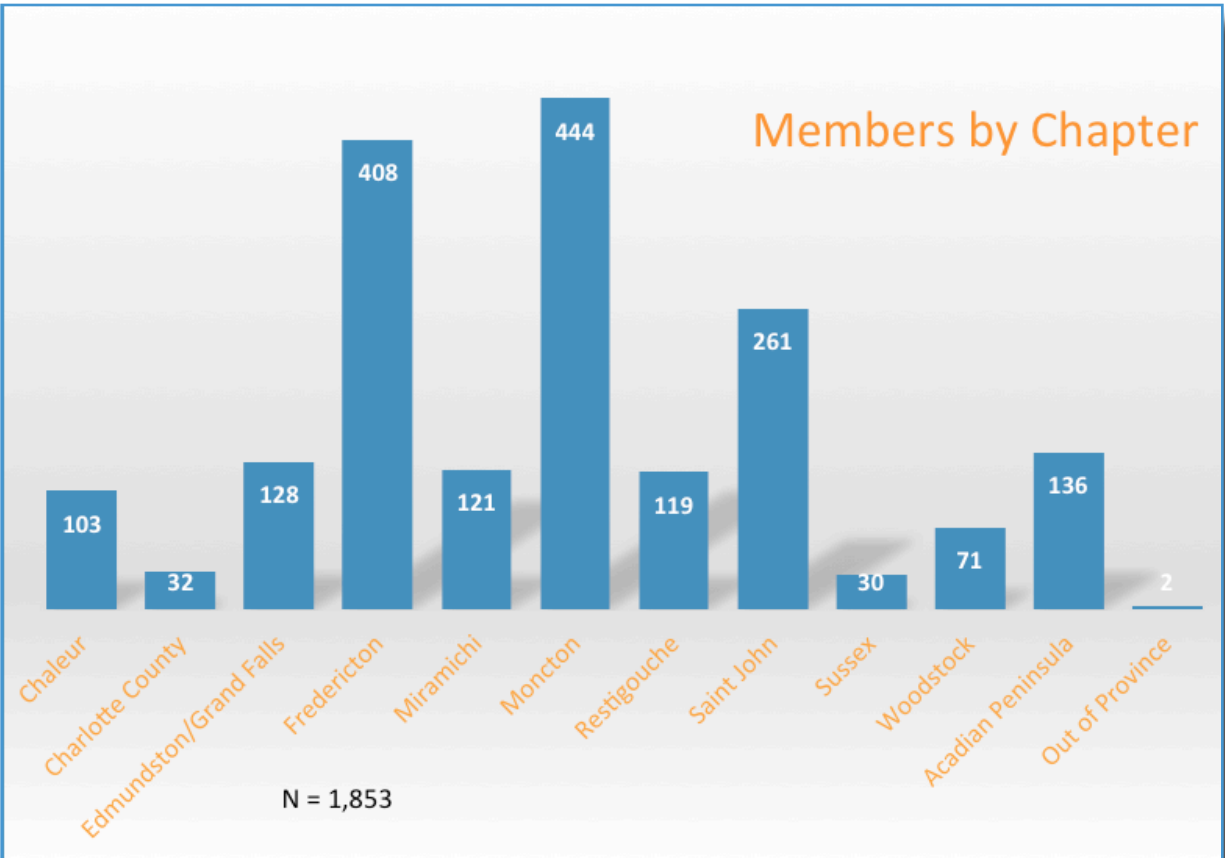
The executive thanks our Chapter members who continue to provide us with support and guidance in NBASW issues.

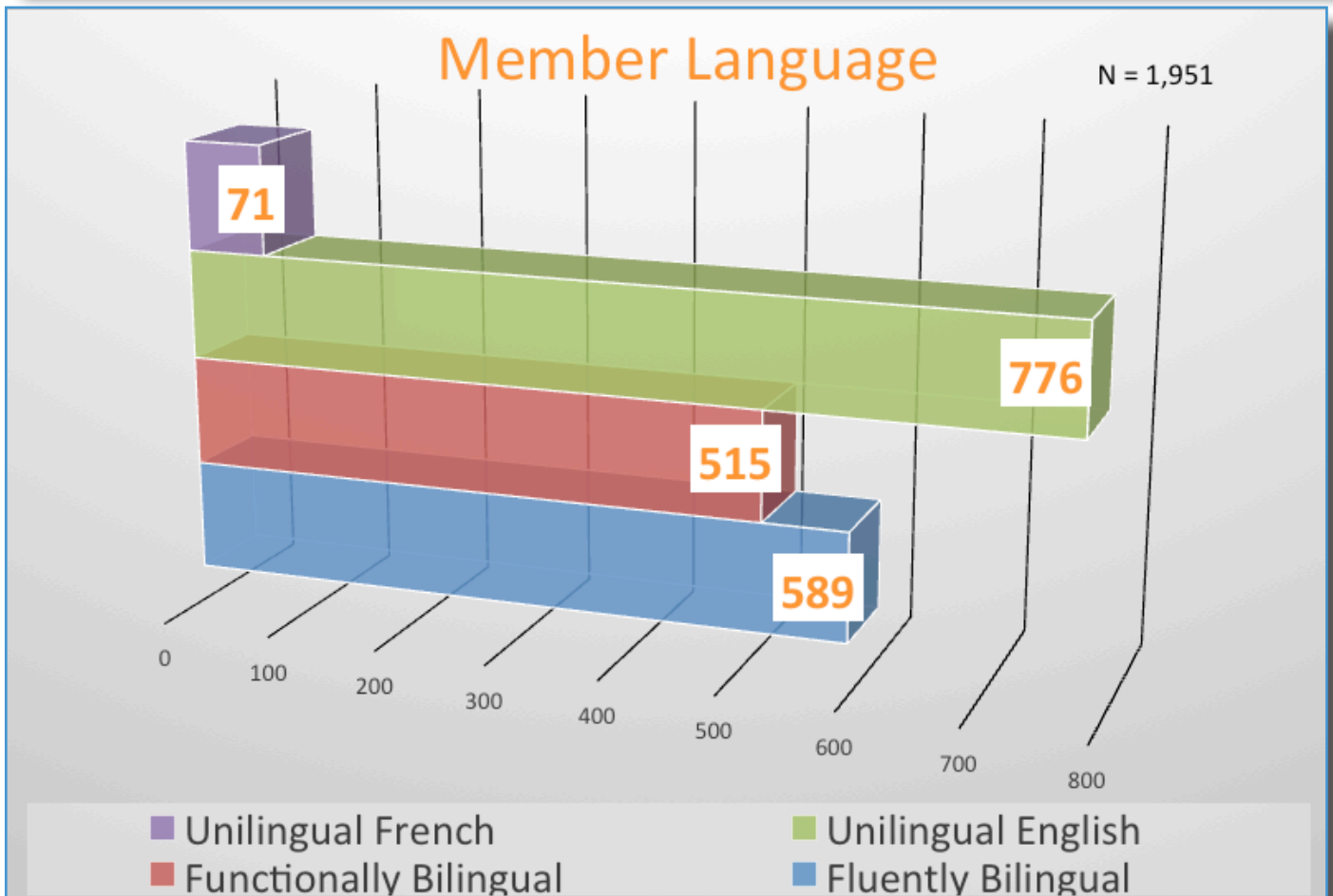
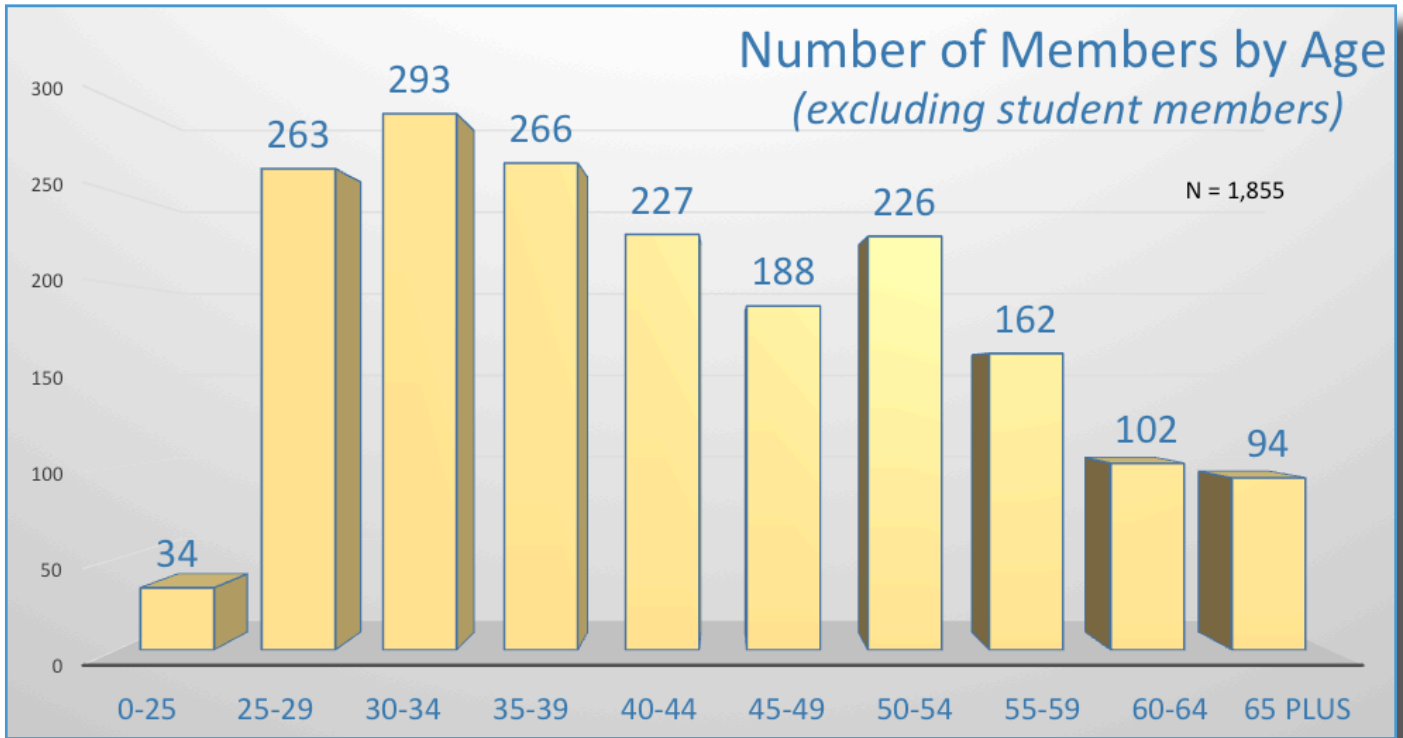
I would like to thank all outgoing executive members including Michelle Bushey-Joe, Stanley Anthony and Mylene Godin. Our new executive for 2018- 2019 consists of the following:

**PRESIDENT:** Jennifer Carroll  
**VICE PRESIDENT:** Katlyn Forbes  
**SECRETARY:** Erica Hunter  
**TREASURER:** Melinda Warren  
**CHAPTER DIRECTOR:** Karla Parks Lissok

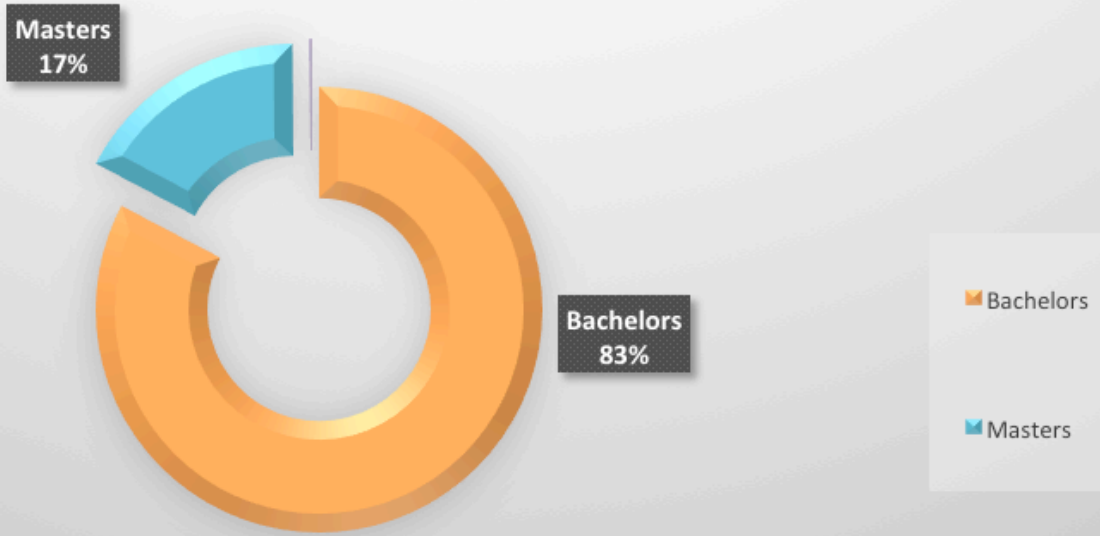
I would also like to encourage local members to come out to meetings, provide presentations on their work to the membership or invite us to your workplace for chapter meetings. Together, we can have a greater impact on our community.

Respectfully submitted,  
*Karla Parks Lissok*

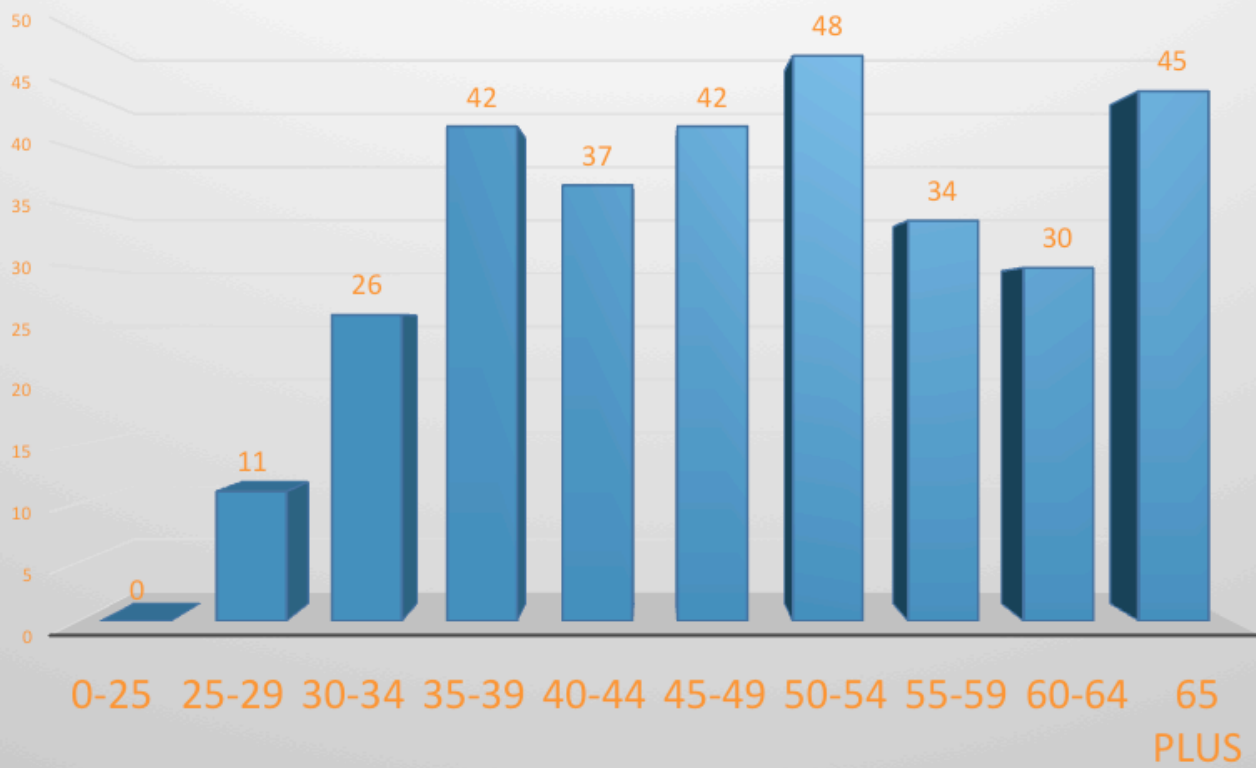




# Member Education

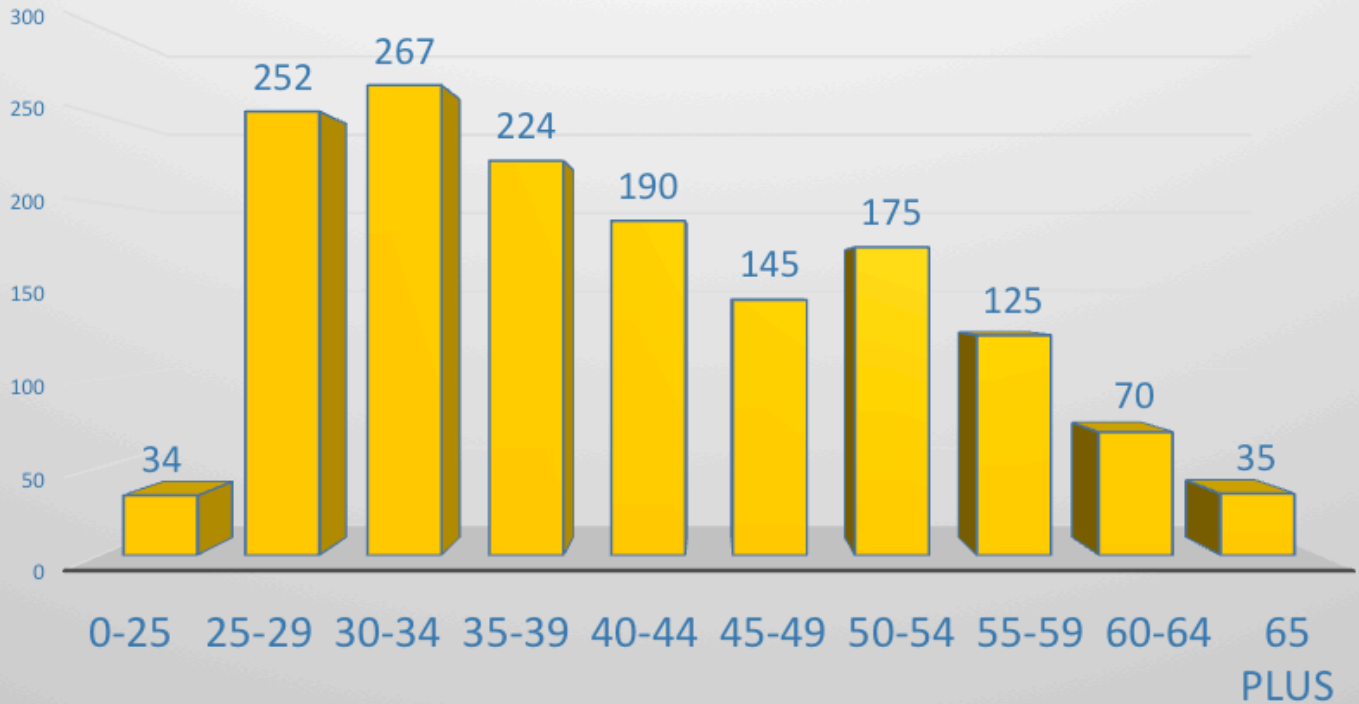


## Highest Education by Age - Masters (MSW) N= 315



## Highest Education by Age - Bachelor (BSW)

N =1, 517







**New Brunswick Association of Social Workers  
Association des travailleurs sociaux du Nouveau-Brunswick**

C.P./ P.O. Box 1533, Station A., Fredericton, NB E3B 5G2 Canada

Tel./tél. : (506) 459-5595

Fax/Télec. : (506) 457-1421

Toll free/Sans frais : 1-877-495-5595

[www.nbasw-atsnb.ca](http://www.nbasw-atsnb.ca)