



**ANNUAL  
REPORT  
2021-22**

# ANNUAL REPORT



2021-2022

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

# TABLE OF CONTENTS

President's Report	03
Executive Director's Report	04
Meet Our Board Members and Committee Chairs	06
Meet Our Office Staff	07
NBASW Strategic Plan	08
Association Development	15
Statistics and Data	21
CASW Representative Report	23
Committee Reports	24
Chapter Reports	31
Financial Statement	36

# President's Report

Over the past year, Social Workers supported many in response to COVID-19. You stood on the front lines for social justice, you represented and elevated social work through the media and you contributed to the well-being of yourself and others. Thank you!

As COVID-19 ran rampant through our hospitals, long-term care facilities, schools, and elsewhere, Social Workers kept coming up as heroes right next to the Nurses, Doctors and Hospital Workers. "Social Work is Essential " couldn't have been more accurate.

This was a big year for the promotion of the profession with the NBASW's six very first television commercials being released (three in each language), representing different stories that showed Social Workers making a positive difference in New Brunswickers' lives. The ads were made possible thanks to a grant from PETL and Social Development.

I also want to thank the marketing firm, m5, for their great work. The ads were on all major TV networks at key times. We also did lots of social media advertising; YouTube, Instagram, Facebook, Google Display, and in March I did an interview on CTV's Breakfast Television. The goal was to push awareness and appreciation of the profession. The post assessment of the campaign has shown that, despite it being another difficult COVID year, the view of Social Workers actually went up slightly while several other professions went down. It's a move in the right direction but we still have more to do.



*Géraldine Poirier Baiani, RSW  
NBASW President*

As a result of the rising needs, we struck a Social Work Recruitment and Retention Strategy Committee with key stakeholders representing employers, unions, educational institutions, and government. The Social Work profession has been flagged as one of the top professions in need of recruitment and retention strategy in the province. This group will identify the issues, gaps, trends, opportunities and forecast the supply and demand in order to develop an Action Plan. The commitment and work to date has been impressive. We should have our plan done before the end of the year. The actions identified will no doubt tie into the NBASW Strategic Plan which will be updated in the Fall.



*NBASW President, Géraldine Poirier Baiani, on CTV's Breakfast Television to promote the profession during Social Work Month.*

Earlier in the year we were consulted by NBCC on the design of the Social Service Community Worker Program, a paraprofessional program that would graduate Social Work Technicians. Our and their concern was to ensure that the program did not creep into the Social Work scope of practice but could work as a possible pathway to the BSW program after two years. We see this as a way to encourage more Social Work students and possibly an option to use in our Recruitment and Retention Strategy.

The Association of Social Work Boards has started the work on a french exam for our Advanced Practice Clinical Social Workers. Miguel is working very closely with them to ensure it meets our needs.

The new CPE policy came into effect in April, and the staff did a Chapter Tour to make sure members understood the changes and to get feedback on other matters. These lunch hour meetings were very well attended, we so appreciate you taking the time and plan to use this format more frequently.

We also continued our work on the Cultural Competency Standards and hope to have a Tool Kit available in the near future.

Of course, I cannot write this report without mentioning the Labor unrest that affected so many of our members. We are grateful that both sides were able to come to a resolution making sure essential workers obtained essential pay.

I also want to thank the whole Board and the NBASW staff. We, as members are so very fortunate to have you all. I thank you for your dedication, resourcefulness and caring and I look forward to continuing to work with you in the upcoming year.

**Géraldine Poirier Baiani, RSW**  
**President**

# Executive Director's Report

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 executed over the past year. This past year was the final year of our Strategic Plan, and we're thrilled with how much we've managed to accomplish over the last five years. I would also like to highlight the work of the Social Work Recruitment and Retention Strategy Committee, which I have had the pleasure of chairing.



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

The Committee focuses on the current and future state of supply and demand of New Brunswick social workers to address gaps, through a 5-year action plan. A survey was recently sent to members gathering 804 responses and I want to thank all respondents for taking the time to provide us with their valuable insight. Although this did not take place in the 2020-2021 fiscal year, it is a significant achievement to highlight. A breakdown of the responses will be soon be released in a report and be presented to NBASW chapters. In the meantime, I encourage you all to read the Committee's report on page 26. Keep an eye out in the upcoming months as we will be sharing more information about the next five-year Strategic Plan, as well as ongoing projects.

## **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 two First Nations Representatives and 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 mission of protecting the public and ensuring excellence in social work practice. Currently, there is a Board vacancy from the Charlotte County Chapter. If you are interested in filling this position, we encourage you to reach out to the NBASW office.

The Board of Directors met four times this fiscal year, all virtually due to the pandemic. All Board meetings were adapted to adhere to the physical distancing measures set in place by the province, due to the COVID-19 pandemic. 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.

### **Staffing**

I want to express my sincere appreciation and thanks to my team: Martine Paquet, Registrar; Keara Grey, Social Work Consultant; Isabelle Agnew, Communications Officer; Laure Piccetto, Communications Officer in Interim; and Shae McCarthy, Office Manager.

This year we had the honor of hosting several student placements. Most students operated virtually, while some were able to come into the office to work in person, respecting our COVID-19 operational measures. The Association welcomed three social work students during the summer of 2021, each working on a different project. Lauren Ripley, a St. Thomas University student, continued her work on operationalizing the new Advanced Practice Registered Social Work (APRSW) category of registration, which she had previously worked on since January of that year. Monica Degrâce-LeBlanc, a third year Université de Moncton student, focused on the cultural competency standards for social workers in New Brunswick. Finally, the NBASW welcomed Karissa Damery, a St. Thomas University student who worked with the staff to develop a first draft of guidelines regarding social work file recording and file retention. We continue to welcome any students who would like to do internships, placements, or practicums with us at the Association.

### **Committees**

As you will see in the Committee Reports, most meetings were again held online, to adhere to safety measures put in place by public health. The Committees remained busy, 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 the NBASW. I look forward to seeing their ongoing work next year. If you would like to volunteer on one of these committees, please contact the NBASW office.

### **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. This year continued to be a complicated one with regards to the ability for Chapter members to meet and gather physically, so I would like to thank everyone involved with their local Chapters for their continued efforts to provide social and education activities for members in your regions, especially considering the challenging circumstances we have all had to face.

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

#### **Our Vision**

The NBASW envisions a professional organization that reflects the values of social work, provides ethical leadership and instills public confidence.

#### **Our Mission**

The NBASW is an association that protects the public and promotes excellence in social work practice.

#### **Our Values**

The NBASW Code of Ethics (2007) identifies these core 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; and
- Diversity

# Meet Our Board Members

## Board of Directors 2020-21

### **Executive**

President: Géraldine Poirier Baiani, RSW

Vice President : Carole Gallant, RSW

Secretary : Julie Ouellette, RSW

Treasurer : Luc Poitras, RSW

Past President: N/A

### **Other Representatives**

CASW Representative: Barb Whitenect, RSW

Mi'gmaq First Nations Representative: Vacant (current), Theresa Dawn Louis (past)

Wolastoquiyik First Nations Representative: Tina Martin, RSW (current), Michelle Sacobie, RSW (past)

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 Haché, RSW

Restigouche: Tany Ndopedro, RSW (current), Vickie Maltais, RSW (past)

Saint John: Ian Rice, RSW

Sussex: Julie Devine, RSW (current), Sheena MacDonald, RSW (past)

# Meet Our Committee Chairs

## Committee Chairs

**By-laws:** Anne Caverhill, RSW

**Complaints:** Omer Savoie, RSW

**Discipline:** Genevieve Forest-Allard, RSW

**Education:** Vacant

**Examiners:** Geneviève Bourgeois, RSW

**Indigenous Guidance (Board Liaison):** Tina Martin, RSW

**Practice, Issues, Ethics & Standards:** Vacant

**Promotion of the Profession:** Théo Saulnier, RSW

**Social Action:** Olivia Newcombe, RSW

**Social Work Recruitment and Retention Strategy Committee:** 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.

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 and the Social Action Committee.

Communications  
Officer



**Isabelle Agnew,  
BA (Hons.), MLIS Candidate**

Isabelle 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.

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.



# NBASW Strategic Plan

The four Strategic Pillars of our Strategic Plan provide an exciting time of 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 Strategic Plan this year, but the following pages outline a snapshot of the main accomplishments of the Association during the year 2021-22.



## Member Engagement

- Participated in the group interview panels for St. Thomas University's School of Social Work entry program;
- Supervised several social work students, including a Master of Social Work Student from Wilfred Laurier University's Indigenous stream, a social work student from Université de Moncton, and two St. Thomas University social work students;
- Staff attended Medicine Wheel and Healing Circle trainings developed and facilitated by MSW student;

- Worked with partner organizations, including the NB Champions for Child Rights, and the Canadian Association of Social Workers to arrange webinars for NBASW members;
- Arranged and moderated 11 webinars;
- Maintained ongoing communication regarding the COVID-19 pandemic, including relevant updates from the government regarding vaccination, and rules and regulations;
- Monitored, evaluated, and analyzed the website and social media for effectiveness and member satisfaction;
- Published quarterly NBASW Newsletters;
- Monitored and maintained social media communications;
- Developed and implemented a communication strategy during the CUPE strike, including visiting the picket lines, the legislature, and the CUPE headquarters on several occasions to engage with members;
- Met with representatives of Tobique First Nation about Child Welfare legislation that will be implemented;
- Held the 2021-22 Chapter Tour to present the new Continuing Professional Education Policy to members;
- Updated all grant and bursary policy and procedure documents and application forms;
- Communicated and worked with members interested in presenting a webinar through the NBASW's new Professional Development Fund initiative;
- Conducted and analyzed annual Member Satisfaction Survey;
- Received and communicated member feedback regarding the Cultural Competence Standards Regarding Social Work with Indigenous Peoples;
- Continued ongoing communication regarding COVID-19 to members;

- Prepared staff profile and responsibility graphics and launched online for Social Work Month;
- Evaluated first AGM satisfaction survey to establish baseline data;
- Presentation to the Fredericton Chapter on the process involved in developing the Cultural Competence Standards Regarding Social Work with Indigenous Peoples;
- Updated webpages on NBASW website, including the Events Calendar, Membership Application FAQ, and more; and
- Implemented two annual grants and one bursary for NBASW members, in partnership with UNI.



### **Promotion of the Profession**

- Executive Director was invited as a guest speaker on the International Preventing Elder Abuse webinar organized by the Association Francophones des aînées de Nouveau-Brunswick;

- Attended the Seniors and Healthy Aging Stakeholders meeting organized by the Department of Social Development;

- Ongoing meetings with Social Development representative regarding the Assessment project for the long-term care sector;

- Facilitated and coordinated media interviews, including a request to the CASW for national CBC broadcast of NBASW member regarding impact of COVID-19;

- Attended the Federal, Provincial, and Territory Symposium on Long-Term Care;

- Met with Department of Health representatives regarding the recruitment and retention strategy proposal. The NBASW submitted the Recruitment and Retention Strategy funding proposal document to PETL, which was approved;

- Purchased promotional items, including masks, posters, pens, and more, and managed distribution of thousands of promotional items to members across New Brunswick;

- Continued meeting with the marketing firm, m5, regarding the public promotional campaign. These meetings included story development and the production of the video advertisements. The video portion of the campaign went live across social media in a "teaser" format in November, 2021, and in full on TV, ConnectedTV, YouTube, and across social media in January 2022, and continued until the end of March, 2022. The NBASW continues to work with m5 on the best ways to promote the profession of social work to the public;

- Met with Assessment Process Review for Alternative Level of Care Committee with the Department of Social Development;

- Ongoing meetings with the Task Force on Disability Program with the Department of Social Development;

- Met with the Acting Deputy Minister of the Department of Health about vaccination booster access for members;

- Attended a briefing meeting with representatives from the Department of Social Development and Department of Health about the NB Health Plan prior to its release;

- Met with various departments' representatives and consultants regarding the Social Worker Recruitment and Retention Strategy proposal;
- Attended the Canadian Association of Social Workers Bi-Annual Federation meeting;
- Met with representatives who want to develop a Quebec Association of Social Workers to provide strategic guidance to these representatives and the CASW;
- Met one-on-one with each member of the Social Work Recruitment and Retention Strategy Steering Committee to discuss the committee's mandate;
- Attended three Social Work Recruitment and Retention Strategy Steering Committee meetings. Work is ongoing with this Committee;
- Met with the Executive Director of the Alzheimer's Society;
- Met with BSW students to discuss affordable housing, including issues and potential solutions;
- Met with a student at École St. Anne regarding the profession of social work;
- Held a book launch for the French book *Le Nouveau-Brunswick avant le programme d'égalité sociale, l'histoire sous l'angle du travail social* in collaboration with Université de Moncton;
- Prepared social media campaigns for Social Work Month, including a "Meet the Board and Staff" style campaign;
- Held two contests for members during Social Work Month, including the Promotion of the Profession Committee's annual Promote my Profession Contest, and the first wellness contest, which was very well received.
- Met with Social Development during their stakeholder engagement session regarding Professional Care Homes;
- Met with representatives of Social Development, Post-Secondary Education, Training and Labour, and the NBASW regarding public campaign;
- Attended the Health Plan Health Engagement session with the Minister of Health;
- Participated in several media interviews regarding social work month, professional group homes, and an on call face-to-face mental health response model for after hours crisis interventions;
- Coordinated coverage in newspapers during the month of Social Work:
  - o*Le travail social est essentiel* letter to the editor in special edition of Acadie Nouvelles' Essential Worker's Edition
  - o*Social Workers 'are unsung heroes'* article in the Times and Transcript
  - o*Social Workers call for help line* article in the Times and Transcript
  - o*'It's a lot of nerves': Social Worker says assisting in outbreak comes with anxiety* feature in Times and Transcript
  - o*Increase access to mental health services* Commentary in the Daily Gleaner
- Attended the Minister's Roundtable on Addiction and Mental Health meeting discussing the recommendations to address issues with crisis intervention in NB;
- Met with Senator Hartling and Indigenous Guidance Committee representatives regarding the Indian Day School settlement process and other issues facing Indigenous peoples in NB. Senator Hartling committed to submit a letter to the Prime Minister, Minister Miller and Minister Bennet requesting an extension for Indian Day School claim forms;
- Attended the Seniors and Healthy Aging Stakeholders meeting organized by the Department of Social Development;
- Advocated for inclusion of the profession of social work in the Medical Minors Consent Act with the Department of Health;
- Met with the Minister of Health regarding mandatory vaccinations for government employees;

- Met with a Department of Social Development representative about the CPE Policy and preliminary discussions on the potential of leveraging this to provide Code of Ethics training to social workers;
- Attended a briefing meeting with representatives from the Department of Social Development and Department of Health about the NB Health Plan, prior to its release;
- Submitted the Recruitment and Retention Strategy funding proposal document to PETL, which was approved;
- Attended the Field Education Advisory Committee of St. Thomas University;
- Attended the online meeting “Réunion du Comité consultatif” with UdeM;
- Met with Department of Health Representatives on Forensic Screening Clinicians/Social Workers;
- Met with Department of Health regarding international credentials;
- Met with Deputy Minister of Social Development regarding Recruitment and Retention Strategy and Seniors’ Advocate Office’s report regarding Adult Protection. NBASW will be invited and this will address the Adult Protection standards review;
- Met with Ability NB Executive Director about their new report;
- Met with the Executive Director of the Alzheimer Society of New Brunswick; and
- Met with BSW students to discuss affordable housing, including issues and potential solutions.



## Protection of the Public

- Attended CASW Scope of Practice and Code of Ethics committee meetings;
- Provided a presentation to francophone ISD Child & Youth Team in the Saint John region regarding the Standards Regarding the Capacity of Minors to Consent to Social Work Services;
- Coordinated and facilitated the process of emergency complaint meetings and an emergency complaint hearing to consider an interim suspension of a member until the disciplinary hearing due to protection of the public as defined in the NBASW legislation;
- Provided a presentation to the Acadian Peninsula Chapter regarding the Standards Regarding Telehealth Services, the Use of Technology and Social Work Practice;
- Arranged and facilitated a pre-hearing meeting with a member regarding a Voluntary Submissions;
- Finalized the new Continuing Professional Education Policy and prepared presentation for the membership at the 2020-2021 AGM;
- Continued development of the APRSW documents and process, including developing a guide for applications and guide for supervisors, as well as applications forms;

- Met with the Executive Directors of the SASW and BCCSW to discuss their advanced practice process and licensure;
- Began developing new guidelines regarding ethical documentation and retention for members;
- Continued ongoing work in responding to the TRC Calls to Action and the TRC reconciliation process by developing an Indigenous Disciplinary Hearing Process;
- Answered ethical and practice questions from members;
- Continued work on the Temporary Authorized Membership Criteria;
- Attended the ASWB Annual Delegate Assembly;
- Attended the Canadian Council of Social Work Regulators annual meeting. The NBASW Executive Director was elected as Treasurer;
- Met with the CASW Code of Ethics and Scope of Practice Committee about the consultation process for the revised Code of Ethics;
- Met with the ASWB about the North American Task Force Social Work Workforce Coalition that the Executive Director will be part of as one of four Canadian Representatives. Other representatives are the CEO of the Ontario College of Social Work and Social Service Workers, the CASW Executive Director, and the CASWE Executive Director;
- Recorded the new CPE Policy Presentation for inclusion on the NBASW website;
- Finalized the Cultural Competence Training Policy & Procedures;
- Attended the final briefing of the BLM task force;
- Provided an information to the Edmundson and Grand Falls Chapter regarding the NBASW Standards Regarding the Capacity of Minors to Consent to Social Work Services;
- Provided consultation to CCNB mental health counsellors and social workers regarding people at risk of suicide and ethical obligations;
- Arranged and provided a meeting with two members regarding the NBASW Clinical Supervisory Period process;
- Met with the Department of Health representatives regarding the Standards Regarding the Capacity of Minors to Consent to Social Work Services;
- Met with Chief Privacy Officers for both regional health authorities, as well as various representatives and stakeholders regarding operationalization of the Standards Regarding the Capacity of Minors to Consent to Social Work Services;
- Organized and chaired four NBASW Capacity Assessment Committee meetings. This committee was tasked with developing guideline document on child/youth capacity assessments that serves as a companion document to the Standards Regarding the Capacity of Minors to Consent to Social Work Services. This document, titled Guideline on Assessing the Capacity of Minors, received approval from the Board of Directors in February, 2022;
- Met with the NBCC Dean and professors about their new social service community worker program;
- Updated Conversion Therapy Standards;
- Finalized Cultural Competence Standards Regarding Social Work with Indigenous Peoples ;

- 2021-2022 Membership Renewal – 6% increase of members renewed by April 1 over Last Year ;
- Provided a presentation to the Acadian Peninsula Chapter regarding the Standards Regarding Telehealth Services, the Use of Technology and Social Work Practice;
- Arranged and facilitated Renewal Post-Mortem;
- Attended the ASWB Annual Delegate Assembly;
- Met with the CASW Code of Ethics and Scope of Practice Committee about the consultation process for the revised Code of Ethics;
- Attended the French CASW Consultation on the Code of Ethics;
- Attended the English CASW Consultation on the Code of Ethics;
- Met with the Canadian Association of Social Workers (CASW) Scope of Practice and Code of Ethics Committee;
- Met with Chief Privacy Officers for both regional health authorities, as well as various other representatives and stakeholders regarding operationalization of the Standards Regarding the Capacity of Minors to Consent to Social Work Services; and
- Provided an information session regarding the NBASW and the Code of Ethics to staff at the Elsipogtog Health and Wellness Center.



### **Governance & Resources**

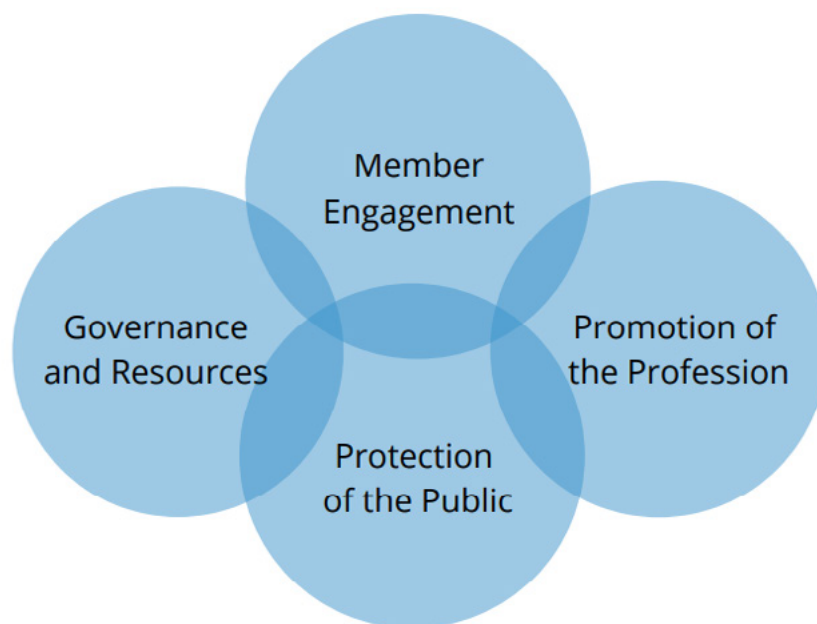
- Arranged and attended AGM planning sessions with partner organizations, including AGM internal and external dry runs;
- Assisted in the planning and execution of the 2020-21 AGM Chapter Conference;
- Arranged and conducted AGM Post-Mortem meeting to discuss the AGM and lessons learned to improve future AGMs;
- Implemented the change of bank process adopted by the Board of Directors and transfers of funds from

Omista to UNI. The UNI bank accounts were then operationalized;

- Implemented Xero and UNI integration enabling the synchronization of bank feeds and accounting program;
- Organized networking meeting with the CEO/Executive Director of major provincial Associations and Societies;
- Met weekly for team meetings and quarterly for KPI meeting to discuss the Operational Plan of the NBASW;
- Attended regular meetings with provincial and national counterparts;

- Collaborated with Department of Health Database Programmers to implement recommended improvements to the online renewal member experience; and
- Met with the Co-operators on two occasions to discuss ongoing partnership and upcoming partnership activities and initiatives.
- Finalized the Operational Plan for fiscal year 2021-2022;
- Implemented 17 innovation ideas throughout 2020-2021;
- Operationalized improvements to Membership Renewal internal processes, such as division of responsibilities, communication methods, clarity and timeliness for member requests;
- Held post-mortem debrief about 2021 registration renewal process;
- Arranged and facilitated AGM Post-Mortem;
- Transferred funds from Omista Credit Union to UN| (majority of funds), allowing members to pay dues through pre-authorized debit; and
- Resumed French Fridays to promote use of French language in virtual office space.

## Strategic Pillars



# Association **Development**

This year was a busy one for the NBASW! We were pleased to be joined by more students throughout the year, participated in lots of social action and social policy discussions, and much much more! Below are just some of the things our Registrar, Martine Paquet, RSW, our Social Work Consultant, Keara Grey, RSW, our Communications Officer, Isabelle Agnew, and our Interim Communications Officer, Laure Piccetto, did this year.



*The public promotional campaign officially launched in January 2022 on a variety of media platforms, including TV, ConnectedTV, YouTube, and across social media platforms like Facebook and Twitter. The above still is from the ad featuring a young boy who has been helped by a social worker.*

## **01** Social Action & Social Policy

2021-2022 was another exciting year in terms of social action and social policy, with the year starting out with the *Cultural Competence Standards Regarding Social Work with Indigenous Peoples* having been adopted by the Board of Directors, on May 8, 2021. These Standards were developed by the NBASW Indigenous Guidance Committee and serve to establish the minimum level of knowledge, skills, and attitudes that all social workers must possess to provide clients with culturally competent social work services with the intention of fostering an environment where clients feel culturally safe. Two-Eyed Seeing, or Etuaptmumk, a guiding principle first defined by Mi'gmaq Elder Albert Marshall, forms the foundation of the document and involves seeing with one eye the strengths of Indigenous ways of knowing, seeing with the other eye the strengths of Western ways of knowing, and using both eyes to "see together" - to understand and incorporate the strengths of both world-views in social work practice. The Committee intends to develop trainings based on these Standards, to further enhance cultural competence.

The *Standards Regarding the Capacity of Minors to Consent to Social Work Services* were adopted last year, on February 27, 2021, and highlighted that anyone who has the capacity to fully understand the nature and consequences of an intervention, regardless of age, can consent to receiving that intervention. These Standards were primarily adopted to expand access to social work services for children and youth who are assessed as



being “mature minors” but who do not have a parent or legal guardian willing or able to provide consent for them to receive services.

Following the adoption of these Standards, the NBASW continued to receive questions from social workers looking for clarity on how to properly assess for competence in children and youth. Although assessing for competence is a standard part of social work practice, the NBASW recognized that further guidance would be helpful for members. To address these questions, an ad hoc committee of key experts were appointed to develop the Guideline on Assessing the Capacity of Minors, which was adopted on February 26, 2022. These Guidelines provide members with additional information on informed consent, capacity, and assessing capacity. The Guidelines also include an optional tool to aid in assessing capacity and two case studies, to further demonstrate how to implement the Standards and Guidelines into professional practice. The NBASW’s capacity Standards and Guidelines are vital in ensuring that children and youth can access the services they need, when they need them most.

A new Continuing Professional Education (CPE) Policy, developed by the NBASW Education Committee, was adopted by members at the 2020-2021 Annual General Meeting on June 5, 2021, with the Policy having come into effect on April 1, 2022. The NBASW wishes to thank members for their participation and engagement in the development of the new Policy and remind all members who are registered as practicing and as non-practicing for the 2022-2023 registration year to complete the required NBASW Ethics, Standards, and Guidelines Training will be found on the NBASW website.

This year, the NBASW also continued its tradition of submitting a brief for the government’s annual budget consultation, having submitted the 2022-2023 Pre-Budget Consultation Recommendations. The NBASW was pleased to see some recommendations implemented in the provincial budget, including expanding the Zoom for Healthcare program, investing in a strategy to recruit and retain social workers, implementing rent control, and increasing social assistance rates. While we acknowledge these steps in the right direction, there is always further work to be done. The NBASW will continue advocating for social workers, the social work profession, and the marginalized individuals, families, and communities’ social workers work with every day, in 2022-2023.

---

## 02 Support to Committees

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

This year, 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, and the Social Action Committee. In addition, Keara supports the Education Committee, which is currently looking for new members.

Communications Officer, Isabelle Agnew, and Communications Officer in Interim, Laure Piccetto, have supported the Promotion of the Profession Committee.

---

## 03 Member Engagement

We continue to work towards improving member engagement by working with members and groups across the province, as well as by continuing our annual Member Satisfaction Survey. This helps us to determine how members view our communications, what kind of engagement they prefer, and how we can improve. Additionally, Martine and Keara 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-attnb.ca](mailto:info@nbasw-attnb.ca)

## 04 Social Media & Digital Communications

Our Communications Officer, Isabelle Agnew, was happy to report that our mass email communications and our social media and website engagement numbers are still very good. Our promotional campaign has significantly boosted our online presence over the past couple of years. To see more about our communications performance including engagement and impression data, please see page 22.

---

## 05 Ethics

As Registrar, Martine provided several ethical consultations to members, employers, and members of the public, with the most common inquiries being related to consent, scope of practice, confidentiality, and the handling and maintenance of client records. Martine also delivered presentations on the NBASW Code of Ethics to the Elsipogtog Health and Wellness Center and to social work students from Université de Moncton, including the Edmundston Campus. Martine provided a presentation on Retirement and Social Work to the Acadian Peninsula Chapter and a presentation on the *NBASW Standards Regarding Telehealth Services, the Use of Technology and Social Work Practice* to social work students from Université de Moncton. Martine was also invited by the Edmundston Chapter to provide an information session regarding the *NBASW Standards Regarding the Capacity of Minors to Consent to Social Work Services*. She also provided an information session to CCNB mental health counsellors and social workers regarding people at risk of suicide and ethical obligations.

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 at [martine.paquet@nbasw-attsnb.ca](mailto:martine.paquet@nbasw-attsnb.ca) or by phone at (506) 444-9196.

---

## 06 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.

---

## 07 Membership

From April 1, 2021 to March 31, 2022, the total number of members approved by the Registrar was 199, which is 6 less than last year. A more detailed breakdown is as follows:

- The Registrar approved 125 Practicing Member applications (16 more than last year)
- The Registrar approved 11 Temporary Authorized Member applications (16 less than last year)
- The Registrar approved 40 Student Member applications (18 less than last year)
- The Registrar approved 23 Reinstatement applications (14 more than last year)
  - The Registrar approved 12 members on condition that they successfully complete a clinical supervisory period.

The average number of working days between reception of final application document and the Registrar's approval is 3.7 days.

# 08 Reinstatements

Anyone who wishes 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 the Registrar. During the past year, the Registrar approved 23 reinstatements applications (14 more than the previous year).

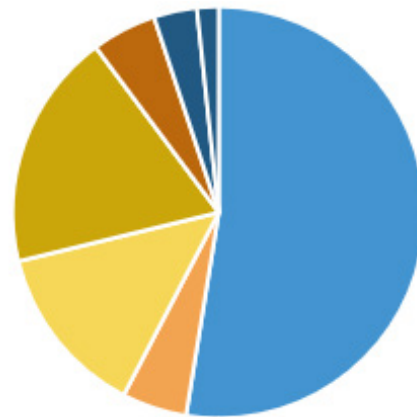
# 09 Complaints

During the year 2021-2022, the Association received 3 complaints against a member regarding misconduct and sexual abuse. As per the NBASW Act (2019) section 24(5), the Association reported the matter and the resolution made by the Complaint and Discipline Committees to the Minister of Health.

From April 1, 2021 to March 31, 2022, the Complaints Committee received 44 new complaints in addition to the 10 complaints that were carried over from the previous year. Of these 54 complaints, 44 were dismissed and 8 were referred to the Discipline Committee.

There are currently 2 ongoing matters. The average timeframe for 52 complaints is 45.6 working days (from the date of receipt of the complaint to when the Panel renders a decision).

**Issues raised in 44 new Complaints\* 2021-2022**



- Unethical conduct/unprofessional services (31)
- Confidentiality (8)
- Consent (3)
- Incompetence (1)
- Documentation (3)
- Conflict of Interest (11)
- Boundaries (2)

**\*Note: Complaints often raised several social work issues.**

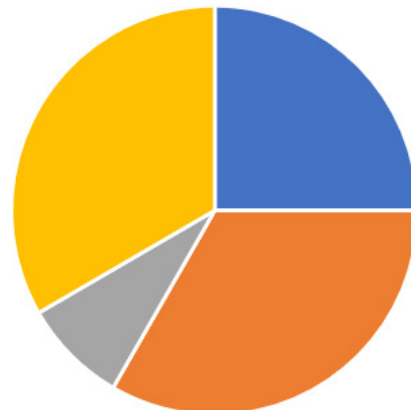
# 10 Discipline

From April 1, 2021 to March 31, 2022, the Discipline Committee received 8 new complaints in addition to the 4 complaints that were carried over from the previous year. Of these 12 complaints, 10 were completed and there are currently 2 ongoing matters.

The average timeframe for 10 matters is 126 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 Complaints and Discipline Committee reports for additional information.

**Issues raised in 10 Complaints that were completed by the Discipline Committee in 2021-2022\***



- Documentation (4)
- Unethical conduct (3)
- Boundaries (4)
- Confidentiality (1)

**\*Note: Complaints often raised several social work issues.**

# 11

## Professional Funds, Bursaries & Grants

This year, the NBASW was very happy to be able to offer \$6,500 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 new 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. The recipients of grants and bursaries during 2021-2022 are as follows:

- Alexandra Blanchard 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).
- Lucy Miller 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).
- Shannon Ginnish was the recipient of the Co-operators Bursary for Student Members who are enrolled in the St. Thomas University Mi'kmaq/Maliseet Bachelor of Social Work Program (valued at \$500).
- Alyssa De Lenardo was the recipient of the Co-operators Bursary for Members (valued at \$500) to pursue EMDR basic training.
- Joannie Volpé was the recipient of the NBASW Bursary (valued at \$500) to pursue a certificate in drug addiction.
- Laura Ann Paul was one of the recipients of the UNI Education Grant (valued at \$1,000) to pursue a Master of Social Work degree.
- Isabelle Godin was the other recipient of the UNI Education Grant (valued at \$1,000) to pursue a Master of Social Work degree.
- Cassandra Ackerson received funds through the UNI partnership to pursue a certificate on Death, Dying and Bereavement (valued at \$500).

Congratulations to all 2021-2022 recipients, we wish you the best in your educational endeavors! The NBASW was also thrilled to introduce the new Professional Development Fund this year, 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:

- Jennifer Dwyer offered a webinar titled Symptoms Instead of Memories – Trauma-Informed Care on February 23rd.
- Robin Kirkpatrick offered a webinar titled Running on Empty: Vicarious Trauma on March 15th.
- Olivia Newcombe offered a webinar titled Meet People Where They Are At: Incorporating Harm Reduction into your Social Work Practice on April 1st (originally scheduled to take place March 25th).

A sincere thank you to all 2021-2022 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 always looking to be able to offer more French webinar opportunities to members!

# 12

## Public Promotional Campaign

Phase 1 of our public promotional campaign began in March 2020 and continued into fall 2021. The goal of the campaign was to improve the public perception of social workers through social media ads that highlighted what social workers do in New Brunswick.

Working with the marketing firm, m5, we extended the promotional campaign into Phase 2, which involved the creation of 6 video ads (3 in English and 3 in French) that were designed to further shine a light on the work social workers do for New Brunswickers. The first ad highlighted the story of a family, the second highlighted the story of an older couple, and the third



NBASW President Géraldine Poirier Baiani and Executive Director Miguel LeBlanc attended the video production shoots for the three promotional videos in Saint John, NB. Above is a behind-the-scenes photo of the family ad being filmed.

highlighted the story of a teenager who was living on the street. All of these ads were created using real stories from real social workers, though they were anonymized and all identifying details were removed. The first ad was released to the public as a “teaser” through social media in November, 2021. This was done to begin stirring up interest in the campaign. In January, all three videos were fully launched via TV, Connected TV, YouTube, and across social media, including Facebook and Instagram. The video ads continued to play across these media through the end of March for Social Work Month - you may have seen them while watching the news, for example.

We’re pleased to announce that the video ad campaign has performed very well. Across the course of the run-time of the campaign, 4.8 million impressions were generated, it received 25,000 clicks and 507,000 video views, and the average click-through rate (CTR) across all platforms was 0.53%, which was above average.

At the end of Phase 2 we worked with m5 to conduct market research in the form of a survey that would help us compare the public’s perception of social work from before the campaign to after. We’re pleased to announce that the results of this survey show that there was a slight increase in the public’s perception of social workers, which is contrasted by the decrease police officers and lawyers saw.

## Campaign Performance Summary

### Impressions

Across tactics, the campaign generated 4.8 million impressions



### Clicks

Across tactics, the campaign generated 25k clicks



### Average CTR

The campaign averaged a click-through rate of 0.53%



### Views

The campaign generated 507k completed video views



### New Website Users

88% of all users who visited the website were new users



### TV Views

The TV ads were viewed more than 1.3 million times across all channels



The above photos are the promotional photos taken to align with our promotional video ads. Beginning with top left are the videos highlighting older adults, youth, and family services.

**20% OF NEW BRUNSWICKERS HAD SEEN ONE OF THE ADS**  
 Among those that saw the ad, overall perception towards Social Workers were 55% vs 43% of those that didn't see the ad.

**THIS 8% DIFFERENCE IN POSITIVE PERCEPTION IS STATISTICALLY SIGNIFICANT**

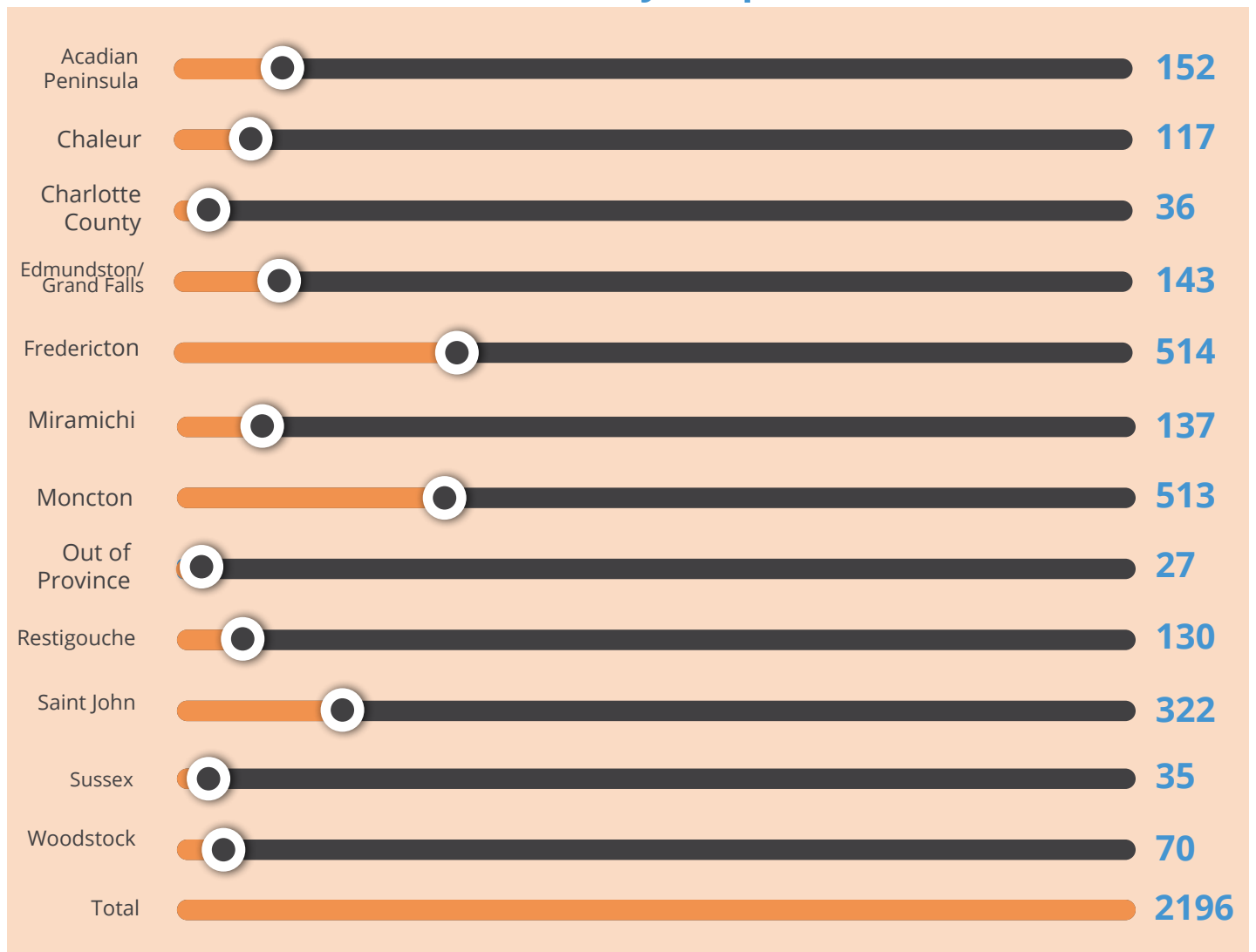
# Member Statistics

## Member Language



\*Note: This number reflects the number of members who speak any language other than English or French. Members may also be included in other categories if they also reported being bilingual.

## Members by Chapter



## Members by Education



# Communications Statistics

The NBASW worked hard this year to improve its communications. The Communications Officer, Isabelle Agnew, was pleased to present the following communications statistics:

## NBASW Facebook



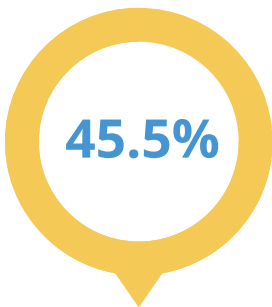
Our Facebook pages continue to perform extremely well. As of March 31, 2022, the Facebook pages had a combined 2330 likes, which is an increase of 16% from last year.



## NBASW Website

Total Pageviews		121,647
Unique Pageviews		99,095
Total Website Sessions		62,106

## NBASW Mass Emails



Open Rate on  
Emails to Members

- In 2021-2022, the Association averaged 4 emails per month to members.
- Of those emails, the average open rate was 45.5%.
- The industry standard open rate is 25%. We remain significantly above this average in both official languages.

## NBASW Media Coverage



Number of presentations  
to stakeholders of the  
public



Number of proactive let-  
ters to the editor to pro-  
mote the profession



Number of proactive me-  
dia interviews that pro-  
mote the profession

# CASW Representative's Report

I am pleased to once again be writing my annual report for the NBASW on the important business of the Canadian Association of Social Workers (CASW). As I have done in the past I will write the updates under the relevant strategic pillars that the CASW has developed.

Work over the past year has been focused on the social policy front with the drafting of an Anti-Racism paper. It has involved much work and re-work as well as consultations. The CASW is at a critical re-building stage and is in the process of strategic planning and re-structuring its direction and engagement with partner organizations, the organization is in early stages of this re-design and it will be the focus for the upcoming year.

## **Pillar 1: Promotion of the Profession**

The CASW worked with Public Service Health Plan regulators to ensure the permanent inclusion of Registered Social Workers (RSW) as mental health practitioners. This is currently being considered under the collective bargaining process which can take up to 18 months for final decisions. It is currently on the table for consideration for the collective agreement federally (Jan 2022).

## **Pillar 2: Strategic Advocacy**

Letters were sent to Federal Ministers in key portfolios of Cabinet re-enforcing the CASW, Social Work relevance, and support of federal mandates, thus ensuring strong connections with the newly formed Cabinet and federal government.

The CASW has requested to be present as a witness in the federal Standing Committee of Health, studying Canadian Health workforce. The briefings to HESA are available by visiting: [www.casw-acts.ca/CA/brief-standing-committee-health](http://www.casw-acts.ca/CA/brief-standing-committee-health).

The CASW is also looking at a joint interest in seeking funding with Child Welfare League of Canada for a National Child Welfare study. This will be an important undertaking as the landscape for child welfare has dramatically changed over the last several years.

## **Pillars 3 and 4: Strengthen the Profession and Association**

We continued to offer webinar events, including in partnership with the Association of Black Social Workers for two webinars outlining the experience of Black Social Workers in Canada. The CASW developed a relationship with the *Centre d'appui et de prévention (CAP)* to deliver much needed French webinars. A total of four webinars were scheduled for February to June 2022.

We are continuing on the path to have the CASW be a full national voice for Social Work in Canada, and work is currently underway within the Province of Quebec. The CASW, in partnership with the NBASW, have been hosting meetings with organizers in Quebec to assist in the establishment of a Quebec Association of Social Workers. The NBASW has provided support with processes established in New Brunswick and by-law development while the CASW has offered logistical and financial supports. It would be wonderful to once again have a fully Canadian voice for the promotion of the profession of Social Work in Canada.

In closing, another very successful Social Work month was held in March with the theme: "In Critical Demand - Social Work is Essential." The theme is important during these demanding times of COVID and re-enforces the critical and important role of Social Work in Canadian society. We need to continue to be proud of the profession and take every opportunity to support the profession and the professional in Social Work with the valuable work being done.





We are also very proud in New Brunswick to be hosting the Canadian Association of Social Worker (CASW) annual meeting in St. Andrews in June 2022. This will be an important meeting and milestone as face to face meetings have not occurred in well over two years, due to COVID restrictions.

Respectfully submitted,  
**Barb Whitenect, RSW**  
**CASW Representative**

# Committee Reports

A number of committees help complete the important work that the NBASW does. The following are this year's committee reports.

## 01 By-laws Committee

The By-laws Committee has nothing to report this year.

**Anne Caverhill, RSW**  
**By-laws Committee Chair**

## 02 Complaints Committee

The Mandate of the Complaints Committee is to review the written representations of the Complainant and the Respondent and obtain any relevant records and documents. Under section 17(6) of the Act, the Complaints Committee is required to consider and investigate the conduct of a Member, or a former Member, when a written Complaint has been filed with the Registrar. If the members of the Complaints Committee are satisfied that the complaint should not be dismissed, they may take appropriate action to resolve the Complaint or refer the matter for a hearing by the Discipline Committee. On complex issues, the Committee may consult with NBASW's legal counsel for legal advice on action to be taken. When a complaint requires more thorough investigations, the Committee may request 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 who is appointed by the Minister of Health. For the year 2021-2022, the Complaints Committee was comprised of: Chairperson, Omer Savoie, three Members, Mylène Breau, Anouk McGraw, Chantal Bourassa, and two Public Members, Norma Dubé and Lia Daborn.

The average time-frame for 52 new complaints is 45.6 working days

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. From April 1, 2021 to March 31, 2022, the Complaints Committee received 44 new complaints in addition to the 10 complaints that were carried over from the previous year. Of these 54 complaints, 44 were dismissed and 8 were referred to the Discipline Committee. There are currently 2 ongoing matters. This past year, the Committee had a total of 29 meetings. The average timeframe for 52 new complaints is 45.6 working days (from the date of receipt of the complaint to when the Panel renders a decision).

The average timeframe for 42 new complaints received in 2021-2022 is 40.4 working days (from the date of receipt of the complaint to when the Panel renders a decision). The average timeframe for a total of 52 complaints (42 new complaints and in addition to the 10 complaints that were carried over from previous year is 45.6 working days (from the date of receipt of the complaint to when the Panel renders a decision).

44 new complaints were received in 2021-22; 10 were carried over.

Of these 54 complaints, 44 were dismissed and 8 were referred to the Discipline Committee. There are currently 2 ongoing matters.

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 would like to thank the Complaints Committee Members and the Registrar Martine Paquet for their support and dedication.

**Omer Savoie, RSW**  
**Complaints Committee Chair**

## 03 Committee of Examiners

**3.7**  
**business days between full application and registration approval**

The members of the Committee over this past year have been as follows: Geneviève Bourgeois (Chairperson), Caroline Price, Heather Hastings, and Jessica Melanson (Public Member). During the year, the Committee reviewed the Clinical Supervisory Period Policy and will continue reviewing the Policies and Procedures Manual of the Committee of Examiners during the next fiscal year.

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, 2021 to March 31, 2022, the total number of approvals approved by the Registrar was 199, which is 6 less than last year. A more detailed breakdown is as follows:

- The Registrar approved 125 Practicing Member applications (16 more than last year)
- The Registrar approved 11 Temporary Authorized Member applications (16 less than last year)
- The Registrar approved 40 Student Member applications (18 less than last year)
- The Registrar approved 23 Reinstatement applications (14 more than last year)
- The Registrar approved 12 members on condition that they successfully complete a clinical supervisory period.

**199**  
**members approved by the Registrar in 2021-22**

The average number of working days between reception of final application document and the Registrar's approval is 3.7 days.

There currently are 2 open positions on the Committee of Examiners. If you are interested in joining, please reach out to the NBASW! I would like to thank all members of the Committee for their ongoing work and dedication.

**Martine Paquet, Registrar  
On Behalf of the Committee**

---

## 04 Discipline Committee

The Discipline Committee panel has three members, including a public representative appointed by the Minister of Health, under the New Brunswick Association of Social Workers Act (2019), a regular member of the NBASW, and the Chair of the committee.

The Discipline Committee is currently made up of the following members: Geneviève Bourgeois Breau, Carla Gregan-Burns, Cindy Marshall and Eileen Gauthier, ordinary members; Paul Blanchard, public representative; Geneviève Forest-Allard, Chair of the committee.

During the 2021–2022 fiscal year, the NBASW received 8 new complaints, and 4 were carried over from the previous year, for a total of 12. Of these 12 complaints, 10 were resolved and 2 are still being dealt with.

The Discipline Committee held five hearings by videoconference during the year.

The Discipline Committee worked on developing a procedure for holding disciplinary hearings by videoconference when necessary. The NBASW Board of Directors will consider the policy during the 2022–2023 year.

The average time spent on dealing with 10 complaints was 126 working days.

In my role as Discipline Committee Chair, I want to remind the members of our association that there are a number of resources available on the NBASW website. The Code of Ethics, the document on ethical decision-making, and the standards of practice and guidelines are all documents that should be reread every year. They can also be the basis of discussions with colleagues, during team meetings, or during the continuing education segment of chapter meetings.

The past year has been another year of adjustments in social work practice as the pandemic continues. I therefore want to thank the members of the Discipline Committee for their hard work and for making themselves available without being able to meet in person; our legal counsel Dominic Caron for his advice and his support in sensitive situations; and, finally, our Registrar, Martine Paquet, for her expertise, her dedication to the smooth running of the Committee, and her unwavering support.

In conclusion, I want to say that it is an honour and a privilege to serve as Discipline Committee Chair.

**Geneviève Forest-Allard, RSW  
Discipline Committee Chair**

**10**  
**discipline cases were**  
**completed in 2021-22**

**The average time**  
**spent on dealing**  
**with 10 complaints**  
**was 126 working**  
**days**

## 05 Education Committee

The Education Committee is currently composed of Jennifer Dwyer and Jennifer Fraser Furrow. Due to currently having only two members on the Committee, the Committee is currently inactive. The Committee welcomes any members who are interested in joining or learning more about the Committee to connect with the NBASW.

During 2020-2021, the Committee worked hard in the development of a new Continuing Professional Education (CPE) Policy, which was adopted by members at the June 5, 2021 Annual General Meeting (AGM). Effective April 1, 2022, the Committee looks forward to the new CPE Policy being operational for the 2022-2023 registration year. The Committee wishes to thank NBASW members for their engagement in the development of the Policy, for their ongoing commitment to the profession of social work, and for continuously expanding their knowledge base and skillsets through CPE activities.

Once again, any members interested in the Education Committee are encouraged to reach out to the NBASW at this time. The Committee will reconvene its work and meeting once new members have been appointed.

**Keara Grey, Social Work Consultant**  
**On behalf of the Committee**

---

## 06 Indigenous Guidance Committee

During 2021-2022 the Indigenous Guidance Committee experienced some membership changes, saying goodbye to some longstanding committee members and welcoming new members. The Indigenous Guidance Committee is currently composed of Tina Martin (Board Liaison), Gloria Sacobie, Judy Levi, Keyaira Gruben, Samantha Jesso, Géraldine Poirier Baiani, and Barb Martin (Committee Elder). The Committee is very happy to have welcomed its new members and wishes to thank Glen Caplin for all of his valuable contributions during his time on the Committee. The Committee also wishes to thank Theresa Dawn Louis and Michelle Sacobie, former Board Liaisons and Co-Chairs, for their time and dedication to the Committee over the years.

On May 8, 2021, the NBASW Board of Directors adopted the *Cultural Competence Standards Regarding Social Work with Indigenous Peoples* which outlines the minimum standard of knowledge and skills social workers must have when working with Indigenous peoples. The Committee encourages all NBASW members not familiar with the Standards to review the document to ensure they continue to practice ethically and offer culturally competent social work services, fostering environments that allow clients to feel culturally safe.

Since the adoption of the Standards, the Committee has continued to work on a policy titled the *Cultural Competence Standards Regarding Social Work with Indigenous Peoples Training Policy & Procedures*. This proposed policy outlines the delivery process for any trainings and information sessions based on the Standards. The process would include having an Indigenous social worker take the lead on any presentation focused on the Standards and includes an NBASW staff person also being present to co-present, a process which embodies the principle of Two-Eyed Seeing, which is the foundational principle of the Standards.

The Committee has also continued to work on developing the *NBASW Discipline Process Respecting Indigenous Rights*, a policy that aims to make disciplinary processes more culturally relevant and appropriate for Indigenous persons, to further ensure the principles of the Standards are embedded in the regulatory processes of the Association.

**Tina Martin, RSW**  
**Indigenous Guidance Committee Board Liaison**

# 07 Practice Issues, Ethics and Professional Standards Committee

The members of the Practice Issues, Ethics and Professional Standards Committee are Jenny Haché and the newest members that we are very pleased to welcome, Kristen Mitchell, Jessica Paradis, and Lee Thomas. 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.

This year was a quieter one for the members of the Committee. We didn't receive any Ethical Submission during 2021-2022. The NBASW Registrar, Martine Paquet is the primary contact for Practice Standards and Ethics, therefore if you have any ethical questions, please feel free to contact Martine Paquet, or complete the Practice Issues, Ethics and Professional standards form that can be found on the NBASW website.

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

**Jenny Haché, RSW**

**Practice Issues, Ethics and Professional Standards Committee Board Liaison**



*NBASW President, Géraldine Poirier Baiani, Presenting at the 2020-21 Annual General Meeting*

# 08

## Promotion of the Profession Committee

The Promotion of the Profession Committee has continued its work already underway, and completed a couple of exciting new items! Despite the pandemic, we have continued to meet virtually and by conference call.

Last summer we completed our drafted *Policy Regarding Honorary Membership*, which was approved by the Board in December 2021. We were very excited to see this policy get approved as it clarifies the process for nominating and approving Honorary Members.

We also continued to focus on initiatives to promote the profession, including our work with the marketing firm, m5. Phase #1 of our public promotional campaign came to an end in the fall, and we were very excited to follow it up with Phase Two, a video campaign that saw 6 videos (3 in English and 3 in French) published across various media sources, including on social media like Facebook, Instagram and YouTube, on TV channels, and on ConnectedTV. The goal of our public promotional campaign remains to shine a light on the work social workers do to help New Brunswickers in a variety of environments.

In March, we were pleased to hold our annual Promote my Profession Contest again, a contest designed to incentivize members to promote social work to the public.

I would like to thank the NBASW's Communications Officer, Isabelle Agnew, Interim Communications Officer Laure Piccetto, as well as Executive Director Miguel LeBlanc, for their availability and 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 all their amazing work with the Committee.

I am looking forward to the upcoming year.

**Théo Saulnier, RSW**

**Promotion of the Profession Committee Chair**

---

# 09

## Social Action Committee

During 2021-2022 the Social Action Committee experienced some membership changes, saying goodbye to some longstanding Committee members who ended their terms and welcoming a new member. The Committee wishes to thank Erin Jackson (former Chair) and Samantha Martin for their years of dedication to the Committee. The Committee is also happy to welcome Heather Atcheson, a new member appointed to the Committee. Currently, the Social Action Committee is composed of Olivia Newcombe (Chair), Jenny Haché (Board Liaison), Zo Bourgeois, Joelle Blais, and Heather Atcheson.

This year, the Committee's main focus was the development and co-ordination of a webinar series which focused on the topic of homelessness in New Brunswick. This series highlighted homelessness in several different areas of the province and was composed of three webinars: one with the Saint John Human Development Council, one with Partners for Youth, and one with the YWCA Moncton. To arrange the webinars, committee members reached out to various organizations who work in the area of homelessness to gauge their interest. Once speakers were identified, NBASW staff supported and worked to coordinate the webinars in partnership with the Committee, speakers, and the CASW.

The first webinar in the series took place December 1, 2021 and was titled "Driving an End to Homelessness in New Brunswick". This webinar was offered by the Saint John Human Development Council (SJHDC), with Cathy Foote, Michael MacKenzie and Chris Gorman as speakers. This webinar aimed to inform and provide resources to NBASW members on the work of the Human Development Council related to Coordinated Access and ending Chronic Homelessness in New Brunswick. Anyone who wishes to access the webinar recording can do so here: <https://bit.ly/3lrNsC1>

The second webinar in the series took place December 9, 2021 and was titled “The Impacts of Meaningful Supports, Services and Resources for People Who Experience Homelessness”. This webinar was offered by Sue King of Partner’s for Youth. This webinar highlighted the importance of meaningful supports, services and resources for people who experience homeless through information sharing and emphasizing the importance of relationships. Anyone who wishes to access the webinar recording can do so here: <https://bit.ly/3ltGZk8>

The third and final webinar in the series took place December 16, 2021 and was titled “YWCA Moncton – a trauma and gender-informed approach to housing vulnerability”. This webinar was offered by Patricia Coucheir of the YWCA Moncton and aimed to inform people about the YWCA and their services, to provide information on homelessness and how it presents at a local level, and to highlight challenges and barriers facing organization and people experiencing homelessness. Anyone who wishes to access the webinar recording can do so here: <https://bit.ly/3sqGzFF>

The Committee was very happy to take the lead on this initiative and was pleased with the participation and feedback received from this series. We wish to sincerely thank all the speakers for offering their time and knowledge in offering these webinars! The Committee looks forward to its’ involvement in further social action initiatives this coming year.

**Olivia Newcombe, RSW**  
**Social Action Committee Chair**

---

## 10 Social Work Recruitment and Retention Strategy Committee

The NBASW is thrilled to be leading the Social Work Recruitment and Retention Strategy Committee in the development of a strategy to recruit and retain social workers in New Brunswick!

This ad hoc Committee brings together key stakeholders to gain an informed understanding of the supply and demand for the profession of social work in the province across organizations. By identifying the current gaps, demographic trends, opportunities, and potential activities and by forecasting the supply and demand of the social work profession, the Committee is developing a 5-year Action Plan to recruit and retain social workers in or to the province. The Action Plan will be realistic and will include Key Performance Indicators that are both realistic and effective in ensuring there are enough social workers in New Brunswick to meet the demand for social work services, both now and for years to come!

The Committee began meeting in January 2022 and now meets on a monthly basis, with sub-committees meeting on an as-needed basis to complete specific tasks as identified by the Steering Committee. Since January, the Steering Committee has:

- Met on a monthly basis;
- Formed a Data/Supply Sub-Committee to study forecast data for the profession and to make recommendations to the Steering Committee;
- Formed a Demand Sub-Committee to make recommendations to the Steering Committee on what factors impacting social worker demand should be implemented in the Action Plan;
- Sent a survey to NBASW members to gain further data and to ensure the Action Plan reflects the needs of social workers in New Brunswick;
- Established the key Strategic Pillars that will form the foundation of the Action Plan;
- And more!

Laurie Bourque of Kensington Associates is the Lead Consultant and Facilitator in the Committee’s work to develop the Action Plan and is supported by colleague Mitch Verrier. Miguel LeBlanc is the Committee Chair and the Committee is further supported in its work by Keara Grey. Steering Committee members include:

- Géraldine Poirier Baiani (NBASW President);
- Mary McCormick (Department of Social Development);
- Denis Savoie (Department of Social Development);
- Annie Pellerin (Department of Health);
- Jake Arbuckle (Department of Health);
- Barb Whitenect (retired Assistant Deputy Minister, Department of Social Development);
- Marilyn Dupre (St. Thomas University);
- Lise Savoie (Université de Moncton);
- Jacques Duclos (Vitalité);
- Jean Daigle (Horizon);
- Lisa Watters (New Brunswick Union);
- Pierrette Dupuis (Department of Post-Secondary Education, Training and Labour);
- Pierre Martin (Department of Education and Early Childhood Development);
- Shawna Morton (CUPE 1418);
- Julie Cyr (Collège Communautaire du Nouveau-Brunswick);
- Karen White-O’Connell (New Brunswick Community College);
- Amy Beswarick (Finance and Treasury Board); and
- Rachel Brown (Department of Post-Secondary Education, Training and Labour).

The NBASW wishes to thank all Committee members for their ongoing commitment and dedication to the Committee! The NBASW is thrilled with the Committee’s work and looks forward to continuing to update members on the Action Plan progress. Also, thank you to all members who took the time to complete the

**Miguel LeBlanc, MSW, BSW, 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 chapter reports.

## 01 Acadian Peninsula Chapter

The members of the executive of the Acadian Peninsula Chapter of the NBASW are as follows: André-Marc Friolet, Chapter Director; Geneviève Bourgeois, President; Théo Saulnier, Vice-President; Annette Comeau, Treasurer, and Julie Lanteigne, Secretary.

The executive committee organized several Zoom meetings during the pandemic to help members stay in touch, including the following: Martine Paquet, NBASW Registrar, gave us a presentation on retirement and social work, as well as a session on social work, telehealth services, and social networks. We also had the pleasure of hosting Executive Director Miguel LeBlanc on Teams to discuss the new Continuing Professional Education Policy. These sessions were most informative and stimulated some very interesting discussion among members. We organized the distribution of masks and some promotional items. We also provided our support to strikers (CUPE NB social workers) last fall.

Our private Facebook group, called ATTSNB Chapitre de la Péninsule Acadienne, has reached 100 members! We use Facebook and email to send out useful information to our members as often as we can.

Since we have been unable to meet in person for the last two years, we decided to have a big celebration of getting back to the “new normal” with a party at our famous restaurant in Lamèque, Au P’tit Mousse! Pizza, poutine, and wings were welcome guests. This event was a symbol for our executive of a return to some level of normalcy, and, moreover, it gave us an opportunity to say thank you to our colleagues who have worked



so hard during the pandemic and who have met all challenges with courage and a sympathetic heart for their clients. I say this a lot, but my colleagues are my greatest heroes. On my own behalf, thank you to the executive committee of the Acadian Peninsula Chapter for always being there! I thank you for that.

**Geneviève Bourgeois, RSW**  
**Acadian Peninsula Chapter President**

## 02 Edmundston/Grand Falls Chapter

The Edmundston-Grand Falls Chapter has just finished up a busy and productive year. In spite of the challenges of a second pandemic year, the ease of the electronic resources we now have access to has enabled us to get in touch again, and stay in touch, with all our members. Since our chapter takes in two large areas, it can sometimes be hard to get people together in one place when they have to travel so far to participate in events.



*Donna Laforge, RSW won Social Worker of the Year*

The virtual educational sessions enabled all members to be included and participate, and the flexibility shown by employers who let people participate during working hours helped, too. Even though the last few years have had many negative aspects throughout the world, one of the positive things that has happened has been the realization that we recognize the importance of belonging, of family and societal values, and of our emotional needs and need for closeness. The response of members to our educational activities is proof of that.

The chapter is grateful to NBASW staff for their constant support, especially the Registrar, Martine, who made it possible for us to provide virtual educational sessions, including those on the *Standards Regarding Telehealth Services, the Use of Technology and Social Work Practice*, the new *Continuing Professional Education Policy*, the *Standards Regarding the Capacity of Minors to Consent to Social Work Services*, and the one we are looking forward to having next, a webinar on the *Guideline on Assessing the Capacity of Minors*.



*Julie Lizotte, RSW won the award for social action*

The Chapter Executive particularly wanted to give back to its members over the last year, to pay tribute to them for their exemplary work, and to thank them for their support of and contributions to the chapter. A draw was held for all chapter members each month for a gift basket or gift card (for \$50), as well as the annual draw for \$390 (annual fees) for members who took part in chapter events during the year.

The virtual AGM last March 24 was a real success! Members attended a wonderful afternoon session called "ma ViDÉO" with Marc Bossé, an RSW from our area, followed by a meeting when a new executive with staggered terms was elected: Monique Dubé-Michaud, President; Kristine Johnson-Leblanc, Vice President; Sylvie-Lise Dubé, Secretary; Sandra Soucy, Treasurer. I will remain in my position for a final term as Chapter Director on the NBASW Board. We would like to thank outgoing President Fernand Sirois for his leadership in guiding our chapter towards restructuring and for agreeing to remain involved as Past President for the upcoming year. The group also welcomes the assistance of Kim Akerley-Lagacé, who will be advising the chapter on the organization of upcoming activities.

The end of our year was crowned with recognition of two members who won well-deserved recognition awards in 2022: Donna Laforge, RSW, who was Social Worker of the Year, and Julie Lizotte, RSW, who won the award for social action.

**Karine Levesque, RSW, Monique Dubé-Michaud, RSW, and Fernand Sirois, RSW**  
**Edmundston/Grand Falls Chapter Director, Chapter President, and Chapter Past-President**

## 03 Fredericton Chapter

For most of 2021/22, the Fredericton Chapter Executive consisted of President, Tara Hay, Vice-President, Kaitlin Pauley, Secretary, Maureen MacNeil, and Chapter Director, Valerie DeLong. Elections were held on February 17, 2022, and Maureen MacNeil is now President, Kaitlin Pauley remains as Vice-President, Cassandra Tarfa, Treasurer (previously accepted the role on June 17, 2021), and Sydney Haines was elected as Secretary.

The Chapter conducts monthly educational sessions, followed by a business meeting and breaks for the summer months. Since the Pandemic, these have been held virtually and the educational sessions and meetings are excellent opportunities for members to enhance their knowledge, network and be informed about chapter activities. We would like to encourage all chapter members to join us. One of the highlights during this year was a virtual Paint & Sip session and I've included a picture of my talent!!



*The Fredericton Chapter held a Paint & Sip event for members.*

The Fredericton Chapter is fortunate to have a very active and enthusiastic Education Committee, chaired by Susan Gavin. Susan and this committee did a wonderful job of lining up the year's events. The Committee was able to send Maureen the line up in time for Maureen to send it out to members with dates and links in September of 2021. As always, this committee ensured that chapter members have a variety of interesting continuing education opportunities. This year's events followed a theme to expand the members' knowledge on Indigenous culture, history, and issues. The Chapter was encouraged by how well these events were attended and hopes for the continued interest and growing numbers in attendance.

The Fredericton Chapter has had a very successful year and is looking forward to increasing its engagement with chapter members in the coming year. With the Chapter Executive positions now being all filled, we are excited to see what this year brings!! We are even more excited to see increased engagement from the membership as we have had time to adapt to meeting over technology.

**Tara Hay, RSW**  
**Fredericton Chapter Past President**

## 04 Miramichi Chapter

The Miramichi Chapter executive consists of passionate and dedicated social workers. Michele Bushey-Joe, President; Emily Robichaud, Secretary and Huguette Richard, Treasure. Currently our Vice-President position is open for new candidates. We are lucky to have 135 members and hopefully growing in the future with the upcoming graduates.

Despite another different and difficult year, the chapter has remained in contact virtually in order to organize virtual 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 being said our Secretary suggested putting together a self-care bingo for our members. Social workers in the membership had to complete the bingo card of selfcare activities to qualify for the final draw with a grand prize of a year of paid dues! We also had a virtual Meet & Greet for our members. We have done multiple gift card draws over the year and members are very appreciative of these activities. The membership tries to focus on supporting small businesses in the region therefore we try and focus on buying gift cards from our small businesses.

We have found that virtual meetings make things much easier on our members and we usually see a higher participation rate.

The Miramichi Chapter made the best of a difficult year this year and is looking forward to motivating

chapter members to get engaged and participate in the upcoming year. The chapter wants to thank all for your continuous dedication to the profession and proving time and time again that social work is essential!

**Mylène Morris, RSW**  
**Miramichi Chapter Director**

## 05 Moncton Chapter

With the ongoing pandemic, social workers have continued to do their best to offer quality services to their clients, and have been very successful at doing so. We thank you for your continued dedication and support to those in need!

The Moncton Chapter has kept active during this past year, adapting to our circumstances, and meeting virtually, as well as hosting virtual and in-person events, while social distancing, in order to ensure its members remain safe. Six meetings were held this year, in order to plan, implement, and discuss member needs, support, and events.

Some contributions were made toward the provincial association. Last year, ten Moncton Chapter members were sponsored to attend the virtual provincial AGM. Additionally, the Chapter donated \$100.00 to the NBASW Provincial Student Grant.

As far as events specific to the Moncton region, on June 24, 2021, we held an outdoor yoga activity for our members, hosted by Movi Yoga, Dance & Fitness. We had a lot of positive feedback for this activity and hope to host another similar activity in the near future. On October 28, 2021, we hosted a paint-by-number night

for our members which was a great way to wind down. Trivia questions were part of this event, and all members who participated were awarded a prize. Finally, on March 21, 2022, we greeted Lori McIsaac Bewsher, fellow social worker and owner of Rising Tides Healing Centre, who presented a webinar titled "A Polyvagal Approach to Pandemic Living". We also had a draw for a free membership renewal following the presentation. This was won by Gabrielle Drapeau. Congratulations Gabrielle! We had a great turnout for this activity and hope to host more educational opportunities like this one for our members in the coming year.

We've remained active on our Facebook page and invite all members to reach out to us by email or Facebook if you have any questions, suggestions or concerns. You can reach us by email at [moncton@nbasw-attsnb.ca](mailto:moncton@nbasw-attsnb.ca) or on our Facebook page at NBASW-ATTSNB Chapitre de Moncton Chapter.



*The Moncton Chapter held an outdoor yoga class in Bessborough Park.*



**Moncton Chapter President,**  
**Valerie Roy-Lang, RSW**

# 07

## Sussex Chapter

Well, It's been another busy, unprecedented year for social workers! In addition to COVID challenges, many of us went on strike in the fall. I want to thank the NBASW for coming out and supporting us on the lines, and our colleagues and everyone from the community who came out and supported us or brought us food, it was much appreciated and warmed our hearts! Although the strike is over, recruitment and retention continues to be an ongoing issue, especially for child protection; please continue to advocate to your MLA for better pay and working conditions for social workers.

Given everyone's workload and with the ever changing restrictions, we weren't able to meet very often this year. However, we were able to plan and enjoy a lunch out with games and treats to celebrate Social Work month. Thank-you Miguel and Keara for presenting to us on the new education policy! We will be having a meeting next month to nominate the new positions. Thank-you Pam Cole and Crystal Parlee for organizing the lunch and to Crystal for making the awesome treats!

Thank-you everyone for your hard work!

**Sharon Brown, RSW**  
**Sussex Chapter President**



*The Sussex Chapter held a lunch with games and treats to celebrate Social Work Month!*

# 08

## Restigouche Chapter

The Restigouche Chapter has held three meetings of chapter members since last year. The meetings were held virtually because of health restrictions. A few draws were held during the year to thank people for taking part in meetings. During Social Work Month, we facilitated a round table with a theme of Social Work Month. Social worker Stéphanie Bujold received a tribute for the exceptional work she does with teens and children in our community. During the year, we also held another discussion with members on the place of social work in society and the challenges associated with various fields of practice.

Since our chapter will be hosting the Annual General Meeting in 2022, chapter members are working hard to prepare a welcome for you, whether you are participating in person or virtually. We will have the opportunity to welcome Ms. Marie-Pierre Godin and the members of her wellness centre team for a presentation on the theme of how to remain Zen in social work.

The executive is currently seeking new members to fill the positions of President and Vice-President. We are also fortunate to welcome Tany Ndopedro, who will be taking over from Vickie Maltais as Chapter Director. We would like to thank all executive members who have been here for the past year, those who are still here, and all chapter members for their involvement.

We look forward to hosting the AGM here in June!

**Mélodie Vienneau**  
**Restigouche Chapter Secretary**

# Financial Statement

---

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, 2022, 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, 2022, 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.

*Teed Saunders Doyle*

Fredericton, New Brunswick

CHARTERED PROFESSIONAL ACCOUNTANTS

**THE NEW BRUNSWICK ASSOCIATION OF SOCIAL WORKERS INCORPORATED**

**Statement of Financial Position**

**March 31, 2022**

	2022	2021
<b>ASSETS</b>		
<b>CURRENT</b>		
Cash	\$ 923,280	\$ 936,023
Restricted cash	858,378	747,540
Accounts receivable	122,494	3,512
Prepaid expenses	3,285	4,512
	<u>1,907,437</u>	<u>1,691,587</u>
PROPERTY AND EQUIPMENT <i>(Note 3)</i>	19,944	25,506
INTANGIBLE ASSETS <i>(Note 4)</i>	231	12,005
	<u>\$ 1,927,612</u>	<u>\$ 1,729,098</u>
<b>LIABILITIES AND NET ASSETS</b>		
<b>CURRENT</b>		
Accounts payable and accrued liabilities	\$ 125,189	\$ 87,963
Government remittances payable	9,805	8,059
Deferred revenue <i>(Note 5)</i>	773,929	622,162
	<u>908,923</u>	<u>718,184</u>
<b>NET ASSETS</b>		
Unrestricted	140,136	225,863
Restricted	858,378	747,540
Invested in Property and Equipment and Intangible Assets	20,175	37,511
	<u>1,018,689</u>	<u>1,010,914</u>
	<u>\$ 1,927,612</u>	<u>\$ 1,729,098</u>

**THE NEW BRUNSWICK ASSOCIATION OF SOCIAL WORKERS INCORPORATED**

**Statement of Changes in Net Assets**

**Year Ended March 31, 2022**

	Unrestricted	Restricted	Invested in Property and Equipment and Intangible Assets	2022	2021
NET					
ASSETS - BEGINNING OF YEAR	\$ 225,863	\$ 747,540	\$ 37,511	\$ 1,010,914	\$ 978,947
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES	63,598	(37,380)	(18,443)	7,775	31,967
INVESTMENT IN PROPERTY AND EQUIPMENT AND INTANGIBLE ASSETS	(1,107)	-	1,107	-	-
INTERFUND TRANSFERS (Note 6)	(148,218)	148,218	-	-	-
NET ASSETS - END OF YEAR	\$ 140,136	\$ 858,378	\$ 20,175	\$ 1,018,689	\$ 1,010,914



**THE NEW BRUNSWICK ASSOCIATION OF SOCIAL WORKERS INCORPORATED**

**Statement of Operations  
Year Ended March 31, 2022**

	2022	2021
<b>REVENUE</b>		
Membership dues	\$ 796,562	\$ 757,320
Grants	8,280	-
Interest	782	4,854
Other	16,610	6,491
Wage subsidies and recoveries	8,484	18,225
	<u>830,718</u>	<u>786,890</u>
<b>EXPENSES</b>		
Board and executive meetings	\$ 1,170	\$ 6,485
Chapter rebates	20,969	21,221
Committee expenses	957	2,128
Complaints and discipline	34,239	26,346
Credit card processing fees	18,982	16,977
Dues - C.A.S.W., C.C.S.W.R., and A.S.W.B.	78,877	76,887
Equipment lease	2,862	-
Insurance	9,133	8,081
Meetings and conventions	18,962	14,508
Office	15,058	13,361
President's expenses	-	414
Professional fees	27,228	26,257
Program - recruitment and retention strategy	8,280	-
Public relations and promotions	13,634	18,111
Rent	34,562	33,942
Salaries, wages and subcontracts	428,398	392,151
Scholarships	1,500	2,500
Services to members	28,859	35,554
Staff expenses	11,966	2,657
Telephone	10,457	10,835
Donations	538	237
Website and computer support	489	2,760
	<u>767,120</u>	<u>711,412</u>
	<u>63,598</u>	<u>75,478</u>
<b>RESTRICTED INCOME (EXPENSE)</b>		
Interest (restricted)	4,391	8,137
Public campaign grants	134,155	-
Public campaign expenses	(175,926)	(31,430)
	<u>(37,380)</u>	<u>(23,293)</u>
	<u>26,218</u>	<u>52,185</u>
<b>OTHER EXPENSES</b>		
Amortization of property and equipment	(6,669)	(8,444)
Amortization of intangible assets	(11,774)	(11,774)
	<u>(18,443)</u>	<u>(20,218)</u>
<b>EXCESS OF REVENUE OVER EXPENSES</b>	<b>\$ 7,775</b>	<b>\$ 31,967</b>

**THE NEW BRUNSWICK ASSOCIATION OF SOCIAL WORKERS INCORPORATED**

Statement of Cash Flow  
Year Ended March 31, 2022

	2022	2021
<b>OPERATING ACTIVITIES</b>		
Excess of revenue over expenses	\$ 7,775	\$ 31,967
Items not affecting cash:		
Amortization of property and equipment	6,669	8,444
Amortization of intangible assets	11,774	11,774
	<b>26,218</b>	<b>52,185</b>
Changes in non-cash working capital:		
Accounts receivable	(118,982)	(3,512)
Prepaid expenses	1,227	(2,104)
Accounts payable and accrued liabilities	37,225	8,650
Deferred revenue	151,767	33,733
Government remittances payable	1,746	277
	<b>72,983</b>	<b>37,044</b>
	<b>99,201</b>	<b>89,229</b>
<b>INVESTING ACTIVITY</b>		
Purchase of property and equipment	(1,107)	(2,950)
<b>INCREASE IN CASH</b>	<b>98,094</b>	<b>86,279</b>
<b>CASH - BEGINNING OF YEAR</b>	<b>1,683,564</b>	<b>1,597,285</b>
<b>CASH - END OF YEAR</b>	<b>\$ 1,781,658</b>	<b>\$ 1,683,564</b>
<b>CASH CONSISTS OF:</b>		
Cash	\$ 923,280	\$ 936,023
Restricted cash	858,378	747,541
	<b>\$ 1,781,658</b>	<b>\$ 1,683,564</b>

# THE NEW BRUNSWICK ASSOCIATION OF SOCIAL WORKERS INCORPORATED

## Notes to Financial Statements

Year Ended March 31, 2022

---

### 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.

THE NEW BRUNSWICK ASSOCIATION OF SOCIAL WORKERS INCORPORATED

Notes to Financial Statements

Year Ended March 31, 2022

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 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. PROPERTY AND EQUIPMENT

	Cost	Accumulated amortization	2022 Net book value	2021 Net book value
Furniture, fixtures and equipment	\$ 149,263	\$ 129,319	\$ 19,944	\$ 25,506

4. INTANGIBLE ASSETS

	2022	2021
Website design and development costs	\$ 47,098	\$ 47,098
Accumulated amortization	(46,867)	(35,093)
	<u>\$ 231</u>	<u>\$ 12,005</u>

THE NEW BRUNSWICK ASSOCIATION OF SOCIAL WORKERS INCORPORATED

Notes to Financial Statements

Year Ended March 31, 2022

5. DEFERRED REVENUE

	2022	2021
Unearned membership dues	\$ 734,980	\$ 622,162
PETL - recruitment and retention strategy	32,720	-
Department of Social Development - public campaign strategy	6,229	-
	<u>\$ 773,929</u>	<u>\$ 622,162</u>

6. 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.

	2022	2021
Contingency	\$ 414,739	\$ 412,426
Defense	229,565	228,147
Scholarship	37,116	31,007
Public Campaign	176,958	75,960
	<u>\$ 858,378</u>	<u>\$ 747,540</u>

During the year, the Association transferred \$5,772 to the Scholarship fund from the Unrestricted Fund and \$142,446 to the Public Campaign Fund from the Unrestricted Fund.

7. COMPARATIVE FIGURES

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

8. SIGNIFICANT EVENTS

On March 11 2020, the World Health Organization characterized the outbreak of a strain of the novel coronavirus ("COVID-19") as a pandemic which has resulted in a series of public health and emergency measures that have been put in place to combat the spread of the virus. The duration and impact of COVID-19 is unknown at this time and it is not possible to reliably estimate the impact that the length and severity of these developments will have on the financial assets and condition of the Association in future periods.

# Notes

---



**New Brunswick Association of Social Workers**  
P.O. Box 1533, Station A., Fredericton, NB E3B 5G2 Canada

Tel.: (506) 459-5595  
Fax: (506) 457-1421  
Toll free: 1-877-495-5595  
[www.nbasw-attsnb.ca](http://www.nbasw-attsnb.ca)

