



Ensuring quality professional social work services
to the population of New Brunswick

New Brunswick
Association
of SOCIAL WORKERS



2016-2017
Annual Report



Table of Contents

President's Report	2
Executive Director's Report	3
Registrar's Report	7
Social Work Consultant's Report	9
Project Coordinator's Report	10
Financial Statement	11
CASW Representative's Report	15
Committee of Examiners Report	16
Complaints Committee Report	17
Discipline Committee Report	18
Practice Issues, Ethics and Professional Standards Committee Report	18
Education Committee Report	18
Cultural Diversity Committee Report	19
Re-Opening of the NBASW Act Committee	19
Chaleur Chapter Report	20
Fredericton Chapter Report	20
Restigouche Chapter Report	21
Sussex Chapter Report	22
Charlotte County Chapter Report	23
Edmundston - Grand Falls Chapter Report	23
Woodstock - Perth-Andover Chapter Report	23
Saint John Chapter Report	24
Moncton Chapter Report	24
Acadian Peninsula Chapter Report	24
Charts	25



Highlights

President's Report

"Social work is the greatest profession in the world."

2

Executive Director's Report

"The NBASW continues to build relationships with government departments."

3

Registrar's Report

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

7

Social Work Consultant's Report

"To begin, let me introduce myself. My name is Rachel Mills and I joined the NBASW team in January 2017 as the social work consultant."

9

Project Coordinator's Report

"Our community partners are still highly invested in preventing and responding to cyberviolence, and would like to continue working to prevent this growing and troubling issue."

10

New Brunswick Association of Social Workers

STAFF

Executive Director:
Registrar:
Social Work Consultant:
Project Coordinator:
Administrative Assistant:

Miguel LeBlanc, RSW
Martine Paquet, RSW
Rachel Mills, RSW
Julia Phillips, RSW
Vanessa Doiron

BOARD OF DIRECTORS 2016-2017

EXECUTIVE

President:
Vice President:
Secretary:
Treasurer:

Claude Savoie, RSW
Théo Saulnier, RSW
Sarah Anderson, RSW
Michelle Nowlan, RSW

CHAPTER DIRECTORS

Fredericton:
Saint John:
Woodstock:
Sussex:
Moncton:
Miramichi :
Restigouche :
Edmundston / Grand Falls :
Chaleur :
Acadian Peninsula:
Charlotte County:

Wendi Nixon, RSW
Debby Stanton, RSW
Andrea Reid, RSW
Sharon McKillop, RSW
Gaby Lyness, RSW
Noella MacMillan, RSW
Carole Gallant, RSW
Edouard Dorion, RSW
Luc Poitras, RSW
Geneviève Bourgeois, RSW
Sheryl Noble, RSW

OTHER REPRESENTATIVES

CASW Representative:
First Nation Representative:
Appointed Member:

Karine Levesque, RSW
Lorise Simon, RSW
Claudette Landry

COMMITTEE CHAIRS

Examiners:
Complaints:
Discipline:
Education:
Practice Issues, Ethics and Standards:
Social Action:
By-Laws:

Laura Hiscock, RSW
Michelle Nowlan, RSW
Rina Arseneault, RSW
Anouk McGraw, RSW
To be determined
Gaby Lyness, RSW
To be determined

President

New Brunswick Association of Social Workers Annual Report 2016 - 2017

“Social work is the greatest profession in the world. I have come to this conclusion by listening to social workers who have helped people to get through trying times.”

Social work is the greatest profession in the world. I have come to this conclusion by listening to social workers who have helped people to get through trying times.

At the end of each term, we thank and honour those who have devoted a number of years to their Association. The Board of Directors took time at its September meeting to recognize those members who finished their term in June 2016. I want to sincerely thank Carole Poitras, Wendy Pinet, Lorise Simon and Barb Whitenect, who finished her term as Past President. They are leaving us with the feeling of a job well done. We welcome Michelle Nowlan, Treasurer, and Luc Poitras, Director for Chaleur.

I would like to congratulate Martine Paquet, our new Registrar. We had the pleasure of welcoming Rachel Mills as Social Work Consultant. Our Administrative Assistant, April Basker, has accepted a position with another organization and we were pleased to welcome Vanessa Doiron. Finally, we had to say good-bye to Julia Phillips, Project Coordinator, who went back to her native Prince Edward Island.

The year 2016-2017 was an important one for our Association. First, we rolled out the Strategic Plan. You will see for yourselves the excellent work already accomplished during the presentation by our Executive Director. The Plan will guide



*Claude Savoie, MSW, RSW
President NBASW*

us in our efforts to better serve our members and fulfill our responsibilities to the public. I wish to thank the Board members who gave up more than one weekend to produce the Plan.

In the past year, I've had the pleasure of visiting every Chapter as part of the consultation required for our reopening of the Act project. The consultation was very important and brought out excellent points and comments. Your Board has approved the draft legislation amendment submitted today. I want to mention the excellent work done by Géraldine Poirier-Baiani. Her passion has steered this project home.

Now it's your turn to speak. The vote that will take place during this Annual General Meeting will be a turning point in the

history of our Association. Your Board and I hope that you will approve this draft legislation amendment so that we can present it to the Government of New Brunswick.

You can be very proud of your Board of Directors, which has given up many a weekend to the effective management of your Association. Rest assured that you are all well represented around the Board table.

This year we launched our Facebook page to provide tools for communication and exchanges among members. We are also going to establish a communication plan that will lead to increased member participation in reaching the objectives of your Association.

Finally, I would like to thank Miguel LeBlanc, our Executive Director, for all his support to the Board of Directors. We can be proud of his work in the day-to-day management of our Association. He proudly advocates for our Association and our members with a number of other bodies. Thank you to Martine Paquet, our Registrar, and to Rachel Mills, the Social Work Consultant. And of course Vanessa Doiron, who besides supporting you manages our registration system. You will see when you read their report all the excellent work they carry out.

In closing, I want to invite you to think about playing a role in your Association, whether in your Chapter, on the Board of Directors or on one of our many committees. The NBASW needs your help to make progress on the matters that are important to you.

Claude G. Savoie, RSW

Executive Director

New Brunswick Association of Social Workers Annual Report 2016 - 2017

"I would like to thank each of you who are involved in the chapters for your continued effort to provide social and educational activities for members in your regions."

Staffing

I want to express my sincere appreciation and thanks to my team Vanessa Doiron, Administrative Assistant, Martine Paquet, Registrar, Rachel Mills, Social Work Consultant, and Julia Phillips, Project Coordinator. I want to take this opportunity to express my sincere appreciation and congratulate April Basker on her new employment opportunity with the Provincial Government. I further want to thank Julia for her excellent work and congratulate her on the completion of her contract and project regarding cyberviolence. I want to wish her all the best in her pursuit of a social work opportunity in her home province of PEI. This year we had the honour of having social work students from St. Thomas University who did their field placement with our office. One student, Shannon Mallaley completed her Direct Practice – Non Traditional field placement. Shannon was also hired as our Summer Student after she completed her field placement. The Association also had the opportunity to have three social work students, Jory Uhlman, Laura Andrea, and Charlene Brown from St. Thomas University do their social action field placement from September to December.

Board of Directors

We currently have a full Board of Directors. Having a representative from all of the regions in New Brunswick, including a First Nation Representative and public member appointed by the Minister of Health, offers a wealth of knowledge and experience that is crucial for the NBASW in ful-

filling our dual mandate of public protection and promotion of our profession. The Board of Directors met four times during this fiscal year.

Our meetings provide the opportunity to discuss different Chapter initiatives, concerns, special projects, and the governance of the Association among other important issues. I want to thank the Executive and members of the Board of Directors for your ongoing leadership role and commitment to the Association to fulfill our two legislated mandates.

The Board of Directors, staff, and committee chairs also met two extra weekends to develop the strategic plan for 2017 – 2022. The four strategic pillars are:

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

I encourage all members to take the time to consult our website and Facebook page to review the strategic plan document once it is made public. I believe these four Strategic Pillars provides an exciting time of change for our Association.

Committees

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



Miguel LeBlanc,
BSW, MSW, RSW
Executive Director

and dedicate themselves to the advancement of our profession and the NBASW.

Chapters

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

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

Government Relations

The NBASW continues to build relationships with government departments, which help to promote the social work profession and scope of practice in the delivery of services to the most vulnerable people in New Brunswick.

The NBASW attended several meetings with government officials, such as the meeting with the Department of Health and Medavie Blue Cross regarding the Extra Mural Program; ongoing meetings with the Department of Education and Early Childhood Development to implement the first full day provincial conference for School Social Workers in the Anglophone District. Furthermore, I met with the Department of Education and Early Childhood Development to discuss the Integrated Service Delivery (ISD) provincial roll out, representatives from the Department of Social Development to discuss the First Nation Ethics Training and also the new structure for the Department. The Association also met with the Department of Health to finalize a Mutual Aid Framework for emergency responses, which now includes the profession of social work after the emergency responses to the major fire in Alberta.

The Chair of the Reopening of the Act project and I met with the following provincial government senior management teams:

- Department of Health;
- Department of Social Development;
- Department of Education and Early Childhood Development;
- Horizon Health Network; and
- Réseau Vitalité
- Stakeholder consultation on the Community Treatment Orders by the Department of Health;
- Briefing on the Intimate Partner Violence legislation by Department of Justice and Public Safety;
- Dialogue Session to discuss the programs and services of the Department of Justice and Public Safety;

The Association also attended:

- The Roundtable on Crime and Public Safety by the Department of Justice and Public Safety;
- The Dialogue Session Gender and Violence by the Women's Equality Branch and a couple of meetings with the Branch and other representatives on the Missing Aboriginal Women and First Nation violence against women.
- A consultation by the Department of Social Development and Council on Aging regarding the aging strategy.
- Premier's announcement on the Family Plan;
- Stakeholder session for the Family Plan;
- Invitation to the legislature for the announcement of legislation to include Community Mental Health Treatment Orders in the *Mental Health Act*;
- Atlantic Status of Women Ministers Reception hosted by the Premier of NB;
- 2017 Budget lock in;
- The launch and consultation of the Council on Aging Report by the provincial government;
- Organized, in partnership with the Department of Justice and Public Safety, the Custody Evaluators two day Training;
- Family Plan Disability Consultation; and
- Mental Health Family Plan Consultation by Department of Health

Building Relationships/ Member Services/Promotion Of The Profession

I continue to meet on a regular basis with all Executive Directors of Social Work Associations and the CASW to discuss current trends, possible solutions to challenges facing the social work profession as

a whole, and best practices.

I did two media interviews. A live, five minute interview, with Radio Canada regarding the freezing rain crisis in the Acadian Peninsula and the impact on people who are the most vulnerable. The second interview was for an hour with CBC investigative reporters who are doing a review from over 15-20 years regarding Child Pro-

tection and the Child Death Reviews and other significant reports.

I also had a formal meeting with the CEO from the New Brunswick Medical Society on their member engagement strategy because they have the same challenges as the NBASW.

I also did a speech at the Social Work Student banquet from St. Thomas University and distributed the NBASW Code of Ethics certificate. I attended the meetings with the Field Education Committee from St. Thomas University. The Committee is recommending changing the structure of the two field placements for social work students: that the social action placement is their first placement and their second is the direct practice placement. There was also a discussion regarding the NBASW regulating social work students during their field placement. The School of Social Work at St. Thomas University is also pursuing the opportunity to have a Master of Social Work program. The NBASW resubmitted a letter of support to the University.

I gave an opening speech at the launch of the *Rural Project* with the MMFC that the Social Work Consultant was involved with. This project identified gaps in services to rural women who are victims of interpersonal violence. There is interest from the Deputy Minister of Justice and Public Safety in some of the solutions that may help provide service to the women survivors in rural communities.

I met with the Sage Inc. in Moncton to discuss their issues with the insurance companies' coverage of social work practice in the insurance companies' basic plans. I committed to investigate further this matter because it is recognized that this is an opportunity for social work. The CEO is gathering data to highlight the Return on Investment of including the social work profession in a basic in-

surance plan. Another position is that the inclusion of social work in the basic insurance coverage plan would help with client access, for example, Mental Health services. This will require a coordinated effort, especially at the national level.

The President and I met in Manitoba for the yearly meetings with CASW and CCSWR. A major MOU was signed between CASW and NBASW on a new schedule of fees and membership criterion. An important aspect is that the CASW will no longer charge the NBASW for Student Members, as such; the NBASW should consider doing the same.

The president and I attended the ASWB Annual General Meetings. These meetings were positive and a great opportunity to begin discussing the importance of the ASWB exam in Canada. This is an opportunity and the BOD should consider how this can be aligned with the NBASW Strategic Plan. There is also an alignment opportunity with the Re-Opening of the NBASW legislation, especially when we consider the area of diagnosis.

I met with Dr. Mary Jo Jakab, a social work professor from Maine, to discuss social work regulations in Canada, especially in Atlantic Canada.

I also attended the New Brunswick Alzheimer's Society banquet. The profession needs to position itself as a profession that will benefit the aging population with our practice. I am also involved with the Collaborative on Aging, which groups major stakeholders in discussing unique and innovative approaches to aging.

I met with my counterparts in Toronto for a two day meeting and also had a teleconference call with the CASW and its members. I communicated the decision from the Board of Directors for the NBASW withdrawal from the CCSWR.

I continue to chair the Muriel McQueen Ferguson Family Violence Research Centre. The main initiative at this time is to develop a strategic planning process that brings together key stakeholders, such as government representatives to discuss the research needs of policy makers and the opportunities.

The NBASW First Nation Committee (Celebrating Diversity Committee) continues our ongoing work to develop ethics training. Approximately 60 social workers attended the sessions. I attended the First Nation Children and Youth Breakfast fundraiser. This was very well attended by representatives of government, First Nation Communities and Non Profit Sectors.

I continue to meet with the CEOs and Executive Directors of major Associations and Societies in New Brunswick to share best practices and strategies. I also have the privilege to Chair the NB Health Profession Regulators Network, which groups all health regulated professions in New Brunswick. This important network meets on a bi-annual basis and provides the opportunity to share best practices and strategies among my provincial counterparts in other health professions.

The Reopening of the Act project is in its final stage. As you may recall, the Association had a three phase project with the goal to maximize the full potential of our legislation and identify areas that needs to be modernized. Phase 1 of 3 was to develop new policy and procedures for the complaints process. Areas that were identified as potential areas that the legislation should examine, for



New Brunswick Association of Social Workers

"Ensuring quality professional social work services to the population of New Brunswick"



www.nbasw-atsnb.ca 1-877-495-5595



Executive Director's Report continued. . .

example, were the relationship between the Board, Complaints Committee and member appointments. Phase 2 of 3 was to develop new policy and procedures for the discipline process. Areas that were identified as potential areas that the legislation should examine, for example, were the relationship between the Board, Discipline Committee, and members appointments.

Phase 3 of 3 examines specifically the legislation with the goal to address and modernize the legislation. The Board of Directors adopted the draft legislation in principle during the May 2016 meeting. The next step was to consult each chapter. The target is to present the final revised legislation to the members at the 2017 AGM and if accepted, to the legislature during the 2017 fall session.

I continue to work on the Reopening of the Act project and the *Response to what we heard* document from the provincial tour. The Chapter tour is now completed with the meeting in Acadian Peninsula.

The Chair of the Committee and I had the following meetings with government stakeholders: all Regional Directors and Assistant Deputy Minister of the Department of Social Development; the two Deputy Ministers of the Department of Education and Early Childhood Development; two Vice Presidents of Horizon Health Network responsible for the profession of social work and mental health and addiction; the Associate Deputy Minister and Executive Director of Mental Health and Addiction Department of Health. The Chair and I also met with four vice-presidents of Vitalité Health Network.

The Chair and I also met with representatives from the Nurses Association of NB, St Thomas University – faculty of social work, Université de Moncton – faculty of social work, CUPE, College of Psychologists of New Brunswick. A formal meeting is being organized with the New Brunswick Public and Private Union.

The Board of Directors unanimously approved the NBASW Legislation to be brought forward to our members for a vote at our Annual General Meeting. This includes making public the document *Response to what we heard* which identifies the response to what was said in the member tour. The Board of Directors also approved a process for members to submit a request for funding to attend the AGM in Bathurst.

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

Respectfully submitted,
Miguel LeBlanc, BSW, MSW, RSW

Registrar

New Brunswick Association of Social Workers Annual Report 2016 - 2017

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

It's a pleasure of mine to write my first annual report as Registrar.

First, I would like to take the time to acknowledge my colleagues at the NBASW office for their continuing and amazing support. I also want to thank members of the Board of Directors and everyone with whom I have been in contact with during the past year. I was also fortunate to work closely with members of different NBASW committees, such as Committee of Examiners, Complaints committee, Discipline Committee, and Ethics Committee. These NBASW volunteers have done amazing work and members should be proud of their incredible dedication toward the NBASW and our profession. (Please see the committees' reports for more information).

Here is a summary of activities and events that took place in 2016-2017. You will see that it was a busy year once again for the NBASW.

Rural Realities Faced by Service Providers and Women Survivors/Victims of Intimate Partner Violence When Navigating the Justice System

The Muriel McQueen Fergusson Centre for Family Violence Research (MMFC), in partnership with the NBASW, applied and received funding from the Canadian Observatory on the Justice System's Response to IPV. During this project we explored the experiences/challenges that service providers and women survivors of IPV face in rural communities when navigating through all levels of the



Martine Paquet, RSW
Registrar

justice system such as police, family and criminal courts, crown prosecutors, victim services programs, and legal aid. If you wish to receive a copy of the report, please do not hesitate to communicate with me at 506-444-9196, or by email at mpaquet@nbasw-atsnb.ca.

On May 5th, 2016, I help present the Rural project at the Atlantic Criminal Justice: Research and professional practice conference, UNB Saint John. A launch of our report and a public information session was also organised on May 30th, 2016 at the Crown Plaza, Fredericton.

White Ribbon Campaign Fredericton

I continue to represent the NBASW on the White Ribbon Fredericton

Committee. This passionate group continue to engage the community to end violence against women and to promote equality. The committee organised several activities during the year including the annual WRC march, which will be held on May 4, 2017 in Fredericton. This event is an opportunity to bring everybody together and to provide an opportunity for men to stand up and speak out against violence against women. Follow us on Facebook at www.facebook.com/WRCFredericton.

Association of Social Work Boards (ASWB)

The NBASW continues to maintain its membership with the ASWB, which brings together regulatory organizations from Canada and the United States. Membership with the ASWB provides several benefits, including free training for board members of member provinces and states. Two members of the NBASW Board of Directors will be attending free training (New Board member training). As the new Registrar, I will be attending the 2017 ASWB Education Conference in Nevada in April.

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 wor-

kers at Université de Moncton and St. Thomas University. This year, I provided a presentation to social work students at St. Thomas University on November 30, 2016. On November 23-24, 2017, I attended the "Journée d'échange" at the Université de Moncton. This event was a great occasion to network with students, employers, and faculty members.

Social Work Week

Throughout the month of March, social workers across Canada celebrated the profession of Social Work and their achievements. The provincial Social Work week was held March 13-17, 2017 under the theme of "The Power to Empower". This year, I delivered a presentation on the NBASW and application process to social work students at Université de Moncton on March 16 and provided a presentation on the NBASW Code of Ethics to social workers from Fredericton. I also want to take the time to acknowledge Andrea Reid, RSW, who was the recipient of the CASW Distinguished Service Award. Congratulations Andrea!

Presentations - Ethics

The New Brunswick Association of Social Workers, in partnership with the Celebrating Diversity Committee provided two First Nation Ethics training for social workers working in First Nation communities on June 23, 2016 in Fredericton and on October 19, 2016 in Miramichi. As Registrar, I provided a presentation on the

NBASW Code of Ethics.

I was invited to provide a presentation on the Code of Ethics to Social Work students at STU on October 27, 2016. On January 25, 2016, I delivered a presentation on the NBASW Code of Ethics to Social Workers working in Addiction & Mental Health in Fredericton.

As Registrar, I continue to provide consultation on ethics to members who have consulted with the NBASW, and I have continued to provide support to the Practice Issues, Ethics and Professional Standards Committee.

Provincial Mutual Aid Operational and Policy Framework for Mutual Aid Request: Health Care Professionals

As you may be aware, the Provincial Mutual Aid Operational and Policy Framework for Mutual Aid Requests has undergone a review to expand its application to a larger scope of health care professionals since the original version of the framework adopted in 2012 covered physicians and nurses only.

Miguel LeBlanc and I met with Director of Emergency Preparedness and Responses, Department of Health on September 30, 2016 to discuss including social workers into the updated/expanded provincial mutual aid framework. They also consulted unions, regulatory bodies, employers, and they updated it to include physicians, registered nurses, nurse practitioners, licensed practical nurses, paramedics, psychologists, public health inspectors.

The NBASW established an expedited process for issuing emergency special permits (in accordance with the NBASW By-Laws), where social workers from an outside jurisdiction are providing aid in NB under the mutual aid

agreement.

The NBASW is now an ongoing partner in the NB Mutual Aid Framework and the Registrar/or the Executive Director will be the emergency contact throughout the implementation of the provincial mutual aid framework from notification through to the deactivation of the provincial mutual aid framework.

Membership

On March 31, 2017, there were 1917 members. Of this number,

1744 were regular members (an increase of 66),

71 were non-employed members (2 fewer),

45 were retired members (an increase of 1),

19 were out-of-province members (unchanged since last year),

33 were student members (an increase of 6), and

5 were life members (unchanged since last year).

Complaints, Discipline and Reports

The NBASW received 15 new complaints for the year 2016-2017. As for the Discipline committee, the committee received 5 new matters. Please see the Complaints and Discipline committee reports for additional information and details.

From April 2016 to March 31, 2017, no report was received by a health professional alleging that this person had reason to believe that another health professional and member of the NBASW had sexually abused a client.

Registrar's Report continued. . .

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

Reinstatements

A person who wants to become a member of the NBASW after having let his or her membership lapse for at least one year must submit an application for reinstatement. All applications for reinstatement are considered by the Board of Directors. During the 2016-2017 year, the board accepted 11 applications, 4 more than the previous year.

NBASW Renewal

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

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

Respectfully submitted,
Martine Paquet, RSW
Registrar

Social Work Consultant

New Brunswick Association of Social Workers Annual Report 2016 - 2017

"To begin, let me introduce myself. My name is Rachel Mills and I joined the NBASW team in January 2017 as the social work consultant."

To begin, let me introduce myself. My name is Rachel Mills and I joined the NBASW team in January 2017 as the social work consultant. Prior to joining the NBASW team I managed a provincial program for a non-profit community organization that supports individuals with a disability and their families. I have worked with the NBASW in the past when I was a social work student, and I chaired the Ethics committee from 2012-2016. I'm delighted to be rejoining the NBASW team.

As social work consultant my responsibilities include: the promotion of the social work profession, member engagement and the advancement of progressive public policy. I am the staff member responsible for providing support to the Social Action Committee and Education Committee.

Since January, I have represented the NBASW at several community events including: the Building Bridges forum on newcomer mental health, consultations for the New Brunswick



Rachel Mills, RSW
Social Work Consultant

Family Plan, and International Women's Day events.

I was involved in the planning of events for Social Work Week, assisted with the development of documents for members about the changes to the New Brunswick Association of Social

Workers Act and participated as a member of a coalition that is working to make changes to the laws in order to introduce paid leave from work for individuals experiencing domestic violence. I also collaborated with the Department of Justice and Public Safety to organize their Custody Evaluators training.

I have participated in trainings related to member engagement and the use of social media for organizations. In February I created the NBASW's two Facebook pages and I plan the content to be shared each month. Finally, I continue to be involved in the creation of a communications plan for the Association to improve our communication with members and increase our public promotion of the profession.

Respectfully,
Rachel Mills, RSW

Project Coordinator

New Brunswick Association of Social Workers Annual Report 2016 - 2017

“Our community partners are still highly invested in preventing and responding to cyberviolence, and would like to continue working to prevent this growing and troubling issue.”

The New Brunswick Association of Social Workers continued to lead the project “Preventing and Eliminating Cyberviolence against Young Women and Girls in New Brunswick throughout the 2016-2017 fiscal year. This phase of the project involved implementing the strategic action plan aimed at preventing and responding to this issue.

Throughout this project, we were fortunate to have the involvement of BSW students from St. Thomas University. In Spring 2016, Shannon Malley completed her direct practice placement with the Association and helped out significantly with the cyberviolence project. In Fall 2016, Laura Andrea, Jory Uhlman, and Charlene Brown, joined the Association for their social action placement to work on the cyberviolence project. The Association appreciates the contributions of these students, and looks forward to collaborating with St. Thomas School of Social Work in the future.

The NBASW hosted two community partners meetings for this project during the 2016-2017 fiscal year. The meeting in July 2016 focused on the strategic actions, and allowed community partners to provide feedback on these actions. The meeting that was held in 2017 specifically focused on the toolkit aimed at helping communities respond to cyber violence. This meeting was an excellent opportunity to



Julia Phillips, RSW
Project Coordinator

have community partners verify if the toolkit would be useful within their agencies or organizations. Those who attended this meeting were so excited to have this resource, as the issue is very prevalent in their work with children and youth.

In January 2017, we hosted an intergenerational panel discussion on cyberviolence in New Brunswick. This event was very positive, and generated a lot of useful discussion about the issue. Prior to this event, we knew that there was a generational gap in understanding cyberviolence, and the discussion helped generations understand each other's realities. Those who attended provided us

with a lot of great feedback, and many believed this event would be important to host in other communities, and in both official languages.

The toolkit has been completed and will be available online in French and English. The toolkit aims to help provide any reader, whether they are a youth, teacher, parent, or grandparent, with the same consistent message about cyberviolence prevention and response. Please feel free to use this resource if it is relevant to your work and distribute it to your colleagues.

The funding for the Status of Women Canada funded Project “Preventing and Eliminating Cyberviolence against Young Women and Girls in New Brunswick” ended March 31st, 2017. Overall, the project steering committee is very pleased with the progress we were able to make with this project. We were able to study a topic that had very little contextually relevant research prior to this project, and implement strategies recommended by youth in this province. The NBASW will be continuing their work with the Office of the Child and Youth Advocate and Muriel MacQueen Fergusson Centre for Family Violence Research to complete other strategic actions recommended by youth. Our community partners are still highly invested in preventing and responding to cyberviolence, and would like to continue working to prevent this growing and troubling issue.

Thank you to anyone who has been involved in this project in any capacity. It was a pleasure working with you and learning from you!

Julia Phillips

Financial Statement

INDEPENDENT AUDITOR'S REPORT

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

We have audited the accompanying financial statements of The New Brunswick Association of Social Workers Incorporated, which comprise the statement of financial position as at March 31, 2017 and the statements of operations, changes in net assets and cash flow for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

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

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

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

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of The New Brunswick Association of Social Workers Incorporated as at March 31, 2017 and the results of its operations and its cash flow for the year then ended in accordance with Canadian accounting standards for not for profit organizations.

Fredericton, New Brunswick
May 23, 2017

CHARTERED PROFESSIONAL ACCOUNTANTS

STATEMENT OF FINANCIAL POSITION

March 31, 2017

	ASSETS	
CURRENT	2017	2016
Cash	\$ 756,664	\$ 712,752
Term deposits (Note 3)	812,085	747,808
Accounts Receivable	271	-
Prepaid expenses	3,433	2,471
	1,572,453	1,463,031
PROPERTY AND EQUIPMENT (Note 4)	14,688	12,345
	\$1,587,141	\$1,475,376

LIABILITIES AND NET ASSETS

CURRENT		
Accounts payable and accrued liabilities	\$55,870	\$64,930
Unearned membership dues (Note 5)	452,267	373,362
Unearned government grants (Note 6)	21,464	98,013
	529,601	536,305
NET ASSETS		
Unrestricted	516,525	440,959
Restricted	526,327	485,767
Invested in Property and Equipment	14,688	12,345
	1,057,540	939,071
	\$1,587,141	\$1,475,376

**STATEMENT OF CHANGES IN NET ASSETS
YEAR ENDED MARCH 31, 2016**

	Unrestricted	Restricted	Invested	2017	2016
			in Property and Equipment		
NET ASSETS – BEGINNING OF YEAR	\$ 440,959	\$ 485,767	\$ 12,345	\$ 939,071	\$ 871,234
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES	119,220	3,290	(4,041)	118,469	67,837
INVESTMENT IN PROPERTY AND EQUIPMENT	(6,384)	-	6,384	-	-
INTERFUND TRANSFERS (Note 7)	(37,270)	37,270	-	-	-
NET ASSETS - END OF YEAR	\$ 516,525	\$ 526,327	\$ 14,688	\$ 1,057,540	\$ 939,071

**STATEMENT OF OPERATIONS
YEAR ENDED MARCH 31, 2017**

	2017	2016
REVENUE		
Membership dues	\$ 634,988	\$ 620,339
Grant - Cyberviolence project	76,549	42,448
Interest	18,081	12,414
Other	619	1,810
	730,237	677,011
EXPENSES		
Board and executive meetings	25,680	23,710
Chapter issue -loss due to misappropriation (Note 8)	7,216	18,331
Chapter rebates	18,935	14,870
Committee expenses	6,679	5,920
Complaints and discipline	18,279	5,287
Credit card fees	11,277	10,416
Dossier expenses	1,338	1,130
Dues - C.A.S.W., C.C.S.W.R., and A.S.W.B	67,316	67,232
Equipment lease	6,112	4,583
Insurance	7,328	6,025
Meetings and conventions	13,853	13,672
Office	13,578	11,543
President's expenses	5,677	3,139
Professional fees	20,339	19,574
Program - Cyberviolence	76,549	42,448
Public relations and promotions	13,939	5,869
Rent	27,661	27,339
Salaries, wages and subcontracts	211,792	255,035
Scholarships	3,750	2,000

Services to members	9,617	12,242
Staff expenses	21,897	17,721
Strategic planning session	7,649	-
Telephone	10,183	10,072
Travel and donations	396	7,676
Website development	3,977	7,326

611,017 593,160

119,220 83,851

RESTRICTED INCOME (EXPENSE)

Interest (Restricted)	14,278	3,982
Re Opening of Act	(10,988)	(17,166)

3,290 (13,184)

122,510 70,667

OTHER INCOME (EXPENSE)

Amortization	4,041	2,830
--------------	-------	-------

**EXCESS OF REVENUE
OVER EXPENSES**

\$ 118,469 \$ 67,837

**STATEMENT OF CASH FLOW
YEAR ENDED MARCH 31, 2016**

	2017	2016
OPERATING ACTIVITIES		
Excess of revenue over expenses	\$ 118,469	\$ 67,837
Item not affecting cash: Amortization	4,041	2,830
	122,510	70,667
Changes in non cash working capital:		
Accounts receivable	(271)	-
Prepaid expenses	(962)	(193)
Accounts payable and accrued liabilities	(9,060)	(245)
Unearned membership dues	78,905	8,559
Unearned government grants	(76,549)	24,052
	(7,937)	32,173
	114,573	102,840
INVESTING ACTIVITIES		
Purchase of property and equipment	(6,384)	(8,216)
Term deposits	(64,277)	(26,475)
	(70,661)	(34,691)
INCREASE IN CASH	43,912	68,149
CASH - BEGINNING OF YEAR	712,752	644,603
CASH - END OF YEAR	\$ 756,664	\$ 712,752

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

Cash and cash equivalents

The company 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.

Basis of presentation

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

Financial instruments policy

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

1. Cash and cash equivalents
2. Trade and other receivables
3. Payables and accruals

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

The Company 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 Company is in the capacity of management in which case they are accounted for in accordance with financial instruments.

The Company subsequently measures its financial assets and financial liabilities at cost or amortized cost less any reduction for impairment.

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

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.

Use of estimates

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

Revenue recognition

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

3. TERM DEPOSITS

Term deposits are interest bearing at rates between 1.55% and 2.00%.

4. PROPERTY AND EQUIPMENT

	Cost	Accumulated amortization	2017 Net book value	2016 Net book value
Furniture, fixtures and equipment	\$99,903	\$85,215	\$14,688	\$12,345

5. UNEARNED MEMBERSHIP DUES

This amount represents dues collected for the 2016-2017 year, net of associated CASW fees.

6. UNEARNED GOVERNMENT GRANTS (PROGRAMS)

	2017	2016
Cyberviolence	\$21,464	\$98,013

7. RESTRICTED NET ASSETS

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

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

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

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

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

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

	2017	2016
Contingency	\$301,388	\$292,449
Defence	103,056	100,000
Scholarships	30,110	29,217
Special projects	50,515	23,951
Re-opening of Act	41,258	40,150
	\$526,327	\$485,767

During the year the organization transferred \$11,592 (2016 - \$35,909) from the Unrestricted Fund to the Re-opening of Act Fund, \$25,678 (2016 - \$nil) from the Unrestricted Fund to Special Projects Fund and \$nil from the Defense Fund (2016 - \$2,268) to the Unrestricted Fund.

8. CHAPTER ISSUE LOSS DUE TO MISAPPROPRIATION

In 2016, the Association sustained a loss of \$18,331 to replace funding for professional development courses and late payment interest expense as a result of financial misappropriation by a previous Chapter member. In 2017, the Association incurred legal and accounting fees of \$7,216 with respect to the matter. Management has taken measures to rectify the situation but the amount and likelihood of any potential recovery, if any, is uncertain. Consequently, for conservatism, the Association has recognized the full amount of the loss in both the current and prior year's financial statements.

CASW Representative

New Brunswick Association of Social Workers Annual Report 2016 - 2017

"This year has been a busy one with CASW activities, a new Executive and interesting projects going back to last June."

CASW News!

I am proud to be drafting the most recent annual report on behalf of the Canadian Association of Social Workers. This year has been a busy one with CASW activities, a new Executive and interesting projects going back to last June. The torch was passed by the outgoing President, Morel Caissie to Jan Christianson-Wood of Manitoba; the VP position is now held by Margaret Kennedy of PEI and Joan Davis Whelan of NL is the Treasurer. The members of the CASW Board of Directors remain committed to the viability of our national association. With the return of the College of Alberta members, a wave of collaboration is now even more visible! CASW management and staff are also a force, in terms of accessibility and member services, services to provincial and territorial partners, and services to federal political movements. Indeed, the Board of Directors meeting in October featured a full day of reflection and discussions on our national association and the various social issues, with more than a dozen federal parliamentarians taking part. It goes without saying that New Brunswick was well represented given the involvement of key figures such as René Arseneault, MP for Madawaska-Restigouche, with whom we discussed official languages and medically assisted death, as well as the office of Senator Percy Muckler who agreed to be our host for the day. The busy day was filled with discussions that strengthen the ties between the management office and the social work position on a good number of current bills. While the CASW closely oversees financial administration and the budget, financial viability is now more promising!

The new president continues to be very involved and is well respected within the International Federation of Social Workers, an organization that views Canada as a leader in our field. Working with national coalitions is still a CASW priority in terms of focusing on today's most important social justice and equity issues. The CASW has also decided to opt for a new professional liability insurance provider; it now has a policy with BMS. We were able to negotiate very competitive prices while ensuring



the best terms and protection for our members. BMS has also committed to providing financial support for marketing initiatives, scholarships and professional celebrations. This year's theme for national Social Work Week was "The Power to Empower". The CASW's campaign took up the same theme and was launched during that week. The campaign included ten free webinars, two of them in partnership with the NBASW; it also made use of social media platforms to call on CASW members to ask themselves what it means to be a social justice professional. Our congratulations go out to Lucie

Blanchard of the Miramichi Chapter, whose winning submission was rewarded with a Fitbit. Thanks to all who contributed to the campaign, a resounding success that generated a great deal of discussion on social media! Members are now invited to visit the new CASW web site, which was launched last March. The site is more interactive and has interesting content, including access to a YouTube page where recorded webinars, news, official CASW publications, and the new strategic plan can be viewed. The page also features links to national coalitions of which the CASW is a member, and to BMS, the new professional liability insurance provider. And if you have not already done so, we invite you to follow the CASW on Twitter and Facebook! We have also launched a major project that will address social work and child protection in Canada. The project involves a review of trends, practices, challenges, and the image of social work in the field of child protection. The data are currently in the hands of a consulting firm, and by next June the CASW will issue its recommendations in an official publication. The project is a sensitive one in the eyes of all national partners and will provide support and a second wind for professionals. Work is currently underway on a restructuring plan aimed at directing interest groups to working groups and generating interest and motivation on specific issues or projects among new members. The purpose is to revitalize committees that have become stagnant in

recent years. I would like to thank the NBASW members who worked in collaboration with me out of interest in certain CASW committees and projects; your knowledge and expertise were an important asset! I would also like to thank Andrea Reid of the Woodstock Chapter, who is the NBASW recipient of the 2017 CASW Distinguished Service Award. Andrea is living proof of the importance, versatility and expertise of the social work profession in a variety of workplaces and communities; it is a force to be celebrated! Lastly, I would like to thank our colleague and outgoing president, Morel Caissie, for his dedication and contagious energy over the past number of years. I am convinced that we owe the survival of our national association to his undeniable leadership!

Over the course of the past year, the NBASW voted on a more transparent and complete process for identifying the provincial member who will serve as CASW Director for the next mandate. The successful candidate was chosen at the NBASW Board of Directors meeting in May 2016. The CASW AGA will take place on June 9, 2017 in Banff, Alberta, at which time I will hand over my role as CASW Director, a position I have held for six years. I would like to express my heartfelt thanks to the NBASW membership for your confidence and support and for providing me with an opportunity to be your representative with the national association. It was a real pleasure to work with Canadian leaders in our profession, to make important connections for New Brunswick and to promote our

undeniably bilingual culture! Here in New Brunswick we should be proud of our roots, proud of our capacity for inclusion of the many cultures in this province, proud of our linguistic duality and expertise... and proud of our success! I finish this six year mandate with the CASW with the sense of a job well done because it is a natural continuation of my commitment to our profession. I also leave behind my comfortable seat on the board of the NBASW, one that I have occupied for the past 14 years. And I leave with a sense of pride in the personal relationships and partnerships that I been lucky enough to build over the years. Thank you!! Long live the CASW!

Karine Levesque
CASW Director

Committee of Examiners

New Brunswick Association of Social Workers Annual Report 2016 - 2017

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

Given that this is my very first report as Chairperson of the Committee of Examiners, I would like to begin by taking this opportunity to very briefly introduce myself. I have been a Clinical Social Worker since the spring of 2000 after completing my BSW at St. Thomas University here in Fredericton. I started my career in Community Addiction Services with Ridgewood Addiction Services. I worked in a satellite office for Ridgewood and served the Charlotte County Area in southwestern

NB. From there I moved to Fredericton in January of 2008 and for the past nine years have worked at the Operational Stress Injury (OSI) Clinic which is a specialized clinic providing mental health services to Veterans and RCMP members in New Brunswick, Prince Edward Island and Newfoundland. I completed my MSW through Memorial University of Newfoundland in 2012.

I have been the Chairperson of the Committee of Examiners since May 2016 and am honoured to work alongside a group of dedicated Social Workers. First, the NBASW Registrar, Martine Paquet deserves much recognition for her attentiveness, guidance and knowledge that she offers to the

Committee of Examiners. She puts much effort into keep us organized and ensures each application is complete with all required accompanying documents. The members of the committee are as follows: Thérèse Doucet, Danica Doucet, Monique Dubé-Michaud, Jennifer-Ann Forgues, and Jean-Marie Haché. I would like to thank these ladies for all their time, hard work and diligence in thoroughly reviewing each new application for membership. The committee strives to make the best decisions for membership approval in accordance with the mandate and by-laws outlined by the NBASW. The committee meets every month and makes every effort to arrange meetings to coincide with the completion dates of local school

Committee of Examiners Report continued. . .

of social work programs.

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

From April 1st, 2016 to March 31st, 2017, the total number of members approved by the committee was 137,

which is 9 less than last year. A more detailed breakdown is as follows:

- The committee had 14 meetings in total
- The committee approved 99 regular members (11 less than last year)
- The committee approved 7 temporary members (same as last year)

- The committee approved 31 student members (2 more than last year)

This first year as chairperson has been a busy and rewarding one. We as a committee look forward to this upcoming year.

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

Complaints Committee

New Brunswick Association of Social Workers Annual Report 2016 - 2017

“The committee’s mandate is to consider complaints that are received and to investigate them, according to the provisions of the 1988 Act to Incorporate the New Brunswick Association of Social Workers.”

The Complaints Committee is made up entirely of volunteer members of the NBASW. We meet on average once a month, which varies depending on the number of complaints received per year. This year, there have been several changes in regards to members. Carole Poitras’ term as Chairperson ended but the Committee was pleased when she accepted to stay on as a regular member. Carole’s expertise in the field and her knowledge of the process will continue to ensure the quality of work within the Committee. I, Michelle Nowlan, was appointed as Chairperson. Sarah Anderson left the Committee as an alternate member and I would like to take the opportunity to thank her for involvement and dedication to the Committee.

Michelle Nowlan, was appointed as Chairperson. Sarah Anderson left the Committee as an alternate member and I would like to take the opportunity to thank her for involvement and dedication to the Committee.

At this time the Committee members are Carole Poitras, Omer Savoie and Clara Tarjan as alternate.

The Committee is mandated to review and investigate complaints that are received, in accordance with the provisions of the 1988 Act to Incorporate

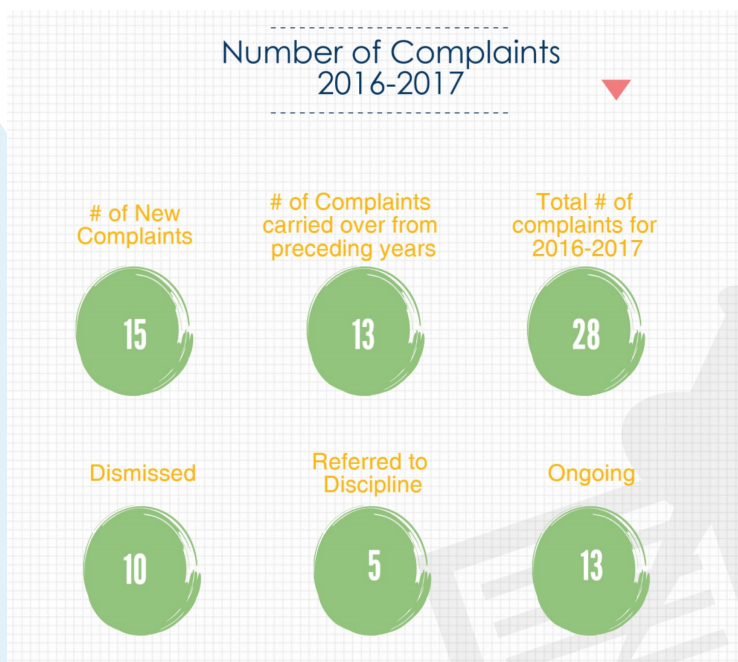
in which case the Committee appoints an investigator, whom is also a member of the Association.

During the past year, April 1st, 2016, to March 31, 2017, 15 new complaints were received, and 13 complaints were carried over from the previous year. Of these 28 complaints, 10 were dismissed and 5 were referred to the Discipline Committee and 13 complaints remain under investigation.

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

Michelle Nowlan, RSW
Complaints Committee
Chair

rate the New Brunswick Association of Social Workers. As necessary, the Committee consults with NBASW’s legal counsel to obtain legal advice on action to be taken and get help with drafting decisions. Some complaints require more thorough investi-



Discipline Committee

The Discipline Committee is composed of the following members: Rina Arseneault (chair), Claudette Bourgeois, Émilie Bourgeois, Geneviève Forest-Allard and Mariette Damboise (public member). We have one substitute member which is Gloria Sacobie. In February 2017, Émilie Bourgeois resigned from the Discipline Committee, and Gloria Sacobie was appointed to the committee as a regular member. The Discipline Committee would like to extend a special thank you to Émilie for her time and dedication while on the Committee.

The Discipline Committee is looking for one alternate member to be part of the committee.

During the year 2016-2017, 5 complaints were referred to the Discipline Committee, and 3 matters were carried over from the preceding year. Of these 8 matters, 3 were completed /closed and 5 are still ongoing.

The committee met via teleconferencing on October 24, 2016, regarding two professional conduct complaints. The matters were resolved. There is also one pre-hearing negotiation between legal counsels.

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

Education Committee

I'd like to take the opportunity to thank the members of the Education Committee for their teamwork over the last year, and to welcome a new participant, Tanya Smith. All members were available and flexible for conference calls.

These calls were used to assess applications for the bursaries offered to each year to students in a School of Social Work: Université de Moncton, St. Thomas University or the Mi'kmaq-Maliseet Bachelor of Social Work program. These bursaries are available thanks to a partnership with the Co-operators Group Automobile and Home Insurance company. The NBASW also offers a bursary to its members. On behalf of the members of the Education Committee, I wish to congratulate all the recipients in 2016-2017 and wish them success in their studies!

As Chair of the Education Committee, I also had an opportunity to participate in two meetings in Moncton on the Strategic Plan. The meetings allowed for open and productive exchanges. I feel lucky to have participated in implementing this plan. I also want to thank the Association's employees in Fredericton for their hard work for our profession. It's been great, bravo!

The revisions to the policy on continuing professional education have been presented to and adopted by the Board of Directors. I am proud of the positive result and the great contribution from committee members. Members should be receiving a copy soon. If you have any questions, please share them with Rachel Mills, the Social Work Consultant in Fredericton. Again, a big THANK YOU to the committee members for their hard work and involvement!

In conclusion, I want to welcome Rachel Mills, our new Social Work Consultant, who lent us her support and help in organizing the last electronic exchange. I can't forget the efforts of Martine Paquet, who worked with the Education Committee in 2016 on the bursary program and the revisions to the policy on continuing professional education.

Together, we can succeed!

Sincerely,
Anouk McGraw, RSW
Chair of the Education Committee

Practice Issues, Ethics and Professional Standards Committee

The members of the Practice Issues, Ethics and Professional Standards Committee are Debbie Stanton and Sheryl Noble. 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 in the committee, please inform the NBASW office.

This year has been quiet for the Committee. The Committee did not receive any ethical issues from the membership during 2016-2017 but looks forward to continuing to provide this valuable consultation service to members in the upcoming year. If you have any ethical questions, please feel free to contact the NBASW Registrar, Martine Paquet or complete the *Practice Issues, Ethics and Professional standards form* that can be found on the NBASW website (under section About-Board of Directors).

The committee is in the process of completing the *guidelines on disclosure of confidential information in situations of potential harm*. The draft of this document has undergone several revisions, including a review by the Board of Directors. It is the goal of the Committee to finalize this document and to make it available to the membership on the NBASW website shortly.

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

Respectfully submitted,
Martine Paquet, RSW

Cultural Diversity Committee

The Cultural Diversity Committee has been very busy this year! I want to take the time to acknowledge members of the committee for the year 2017-2018: Glen Caplan, Judy Levi, Gloria Sacobie, Alison Charnley, Miguel LeBlanc, and Shasta Hitchcock.

Two First Nation Ethics Trainings have been provided this year. One was

held in Fredericton in June and one in Miramichi in October. Social Workers who are working in First Nation communities attended the training. During the event, a presentation on the Code of Ethics was given by the NBASW Registrar, Martine Paquet. Gloria Sacobie and Shasta also provided a guide on confidentiality and consultation as well as a tool on how to identify potential

boundary issues.

In the new fiscal year, the committee will be able to discuss new initiatives.

Respectfully submitted on behalf of the committee,

Martine Paquet, RSW

Member of the Cultural Diversity Committee

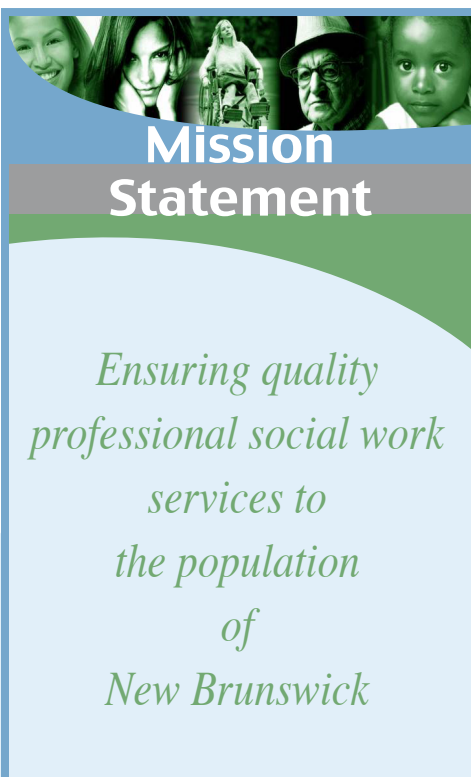
Re-Opening Of The NBASW Act Committee

The main objectives of this committee are:

- 1) To modernize the legislation
- 2) To ensure the legislation meets the current legal and functional needs of the Association and its members
- 3) To ensure the protection of the public adhering to the principles of transparency, accountability and impartiality
- 4) To ensure the values of Social Work to the members and the public

As promised at the last annual meeting in June 2016, the draft legislation was presented to all Chapters for consultation purposes over the course of several months in the Fall and Winter 2016. We were impressed with the interest and the feedback we were able to get. At the same time we presented to and consulted employers and stakeholders. It was very encouraging to see their interest and support.

By February 2017, we were able to compile the feedback and propose changes to the Board of Directors.



Mission Statement

Ensuring quality professional social work services to the population of New Brunswick

who came out to hear us, despite it being very cold some nights. The attention paid to our presentations was heart-warming.

I want to thank the Board for helping us get through this process, the committee members, Miguel LeBlanc, Martine Paquet, Karine Levesque, Claude Savoie, Claudette Landry and Barb Whitenect for generously giving their time, knowledge and expertise and finally the NBASW staff, the admin who photocopied and compiled all the documentation for our presentations and Rachel Mills who drafted the Response to what was heard document from our cryptic notes.

Respectfully submitted
Géraldine Poirier Baiani, RSW
Committee chair



Everything has gone according to the planned schedule and we should be ready to present at the Fall sitting of the legislature provided it is accepted at this annual meeting.

It has been wonderful to travel the province with Claude and / or Miguel and to meet and hear the comments from all the dedicated Social Workers

Chaleur Chapter

The Chaleur Chapter met and remained active throughout the past year.

Meeting Frequency: The Executive Council of the Chaleur Chapter held five meetings during the year 2016–2017 and one meeting in 2017–2018.

Items Discussed: all meetings focused on organizing the provincial AGM. Members of the executive divided up the tasks involved in preparing for the AGA, namely:

- Choosing a location;
- Deciding on a menu;
- Identifying a theme: Social Work: Celebrating everyone's strengths;

- Choosing a speaker: Claude Beaulieu – The Boomerang Effect;
- Soliciting donations for the silent auction;
- Budget;
- Creating the invitation

Regional AGM: This year, our Annual General Meeting took place on March 16, 2017, during Social Work Week, at the Nectar Restaurant in Bathurst. More than twenty members participated in the AGM at which nominations were made to form the current regional executive:

Danie Boudreau, President
Christine Comeau-Hébert,
Vice-President

Joanie Chalifour, Treasurer
Anouk McGraw, Secretary
Luc Poitras, Chapter Director
Carole Poitras, Counsellor
Céline Losier, Counsellor
Dominique Bertin, Counsellor

I would like to thank the Executive and volunteer members for their involvement and all the work they did to implement our projects.

We also welcomed Claude Savoie, President of the NBASW, who shared with us the proposed changes to our legislation.

Report submitted by
Danie Boudreau TSI/RSW
President, Chaleur Chapter 2016–
2017

Fredericton Chapter

Once again the Fredericton Chapter had a busy year and held several meetings/educational sessions. Many dedicated and committed social workers work together to ensure the Chapter members have an opportunity to participate in relevant training and/or educational sessions. Although the Executive decided not to hold monthly meetings due to low participation, the meetings that were held and the training/education sessions boasted great turnout! Everyone can contribute to the chapter meetings and educational sessions and all are welcome to participate in planning events, suggesting topics for future events, participating on a committee, etc.

The Chapter Executive

consists of President, Valerie DeLong, Vice-President, Samantha Paul, Secretary, vacated (Susan Gavin acting until elections are held in May) and Treasurer, Tara Hay. Denise Selesse-Guitard retired as Treasurer after performing this duty for over 5 years. Thank you, Denise!! The Chapter's Educational Committee remains very active with Evelyn Morrison at the helm!

The Education Committee has again done an exceptional job in selecting excellent topics and presenters to provide informative presentations to the members. A decision was made to host two all-day educational events this year with one being held in December and the other during Social Work Week on March 17, 2017. Additionally, evening educational sessions were held followed by a short business meeting.

This year, the Chapter continued with the contest that one social worker who has attend-

ed at least three meetings/educational events, will have their membership fees paid by the Chapter. The "winner" picked this year and announced during the March Social Work Week educational session was Anne-Drea Alison. Congratulations!!

The Chapter's kick off last fall was an evening meeting hosted by the Provincial Association complete with pizza and soft drinks at which Claude Savoie and Geraldine Poirier-Baiani presented information on the opening of the Act and the proposed changes. There were approximately 20 members present for the meeting which made for a great discussion and feedback on the matter.

On December 5, 2016, Sandra Lawrence from the NB Multicultural Council presented on Creating Inclusive Workplaces and Communities; Practicing intercultural dialogue. The main theme of the day was celebrating diversity in New Brunswick and Sandra presented a powerful and

informative session for the approximately 60 participants. Sandra presented ideas and suggestions to assist social workers in their work with immigrants and provided an overview and understanding of all our cultural differences.

On January 25, 2017, Dr. Suzanne Dudziak presented on Putting “social action” into Social Work Practice. This session was well attended and the enthusiasm and interest was evident in the small group discussions and the sharing of information. In addition to the business meeting following the presentation, elections for Chapter Director were held which resulted in a vote and Susan Gavin was elected. Wendi Nixon has fulfilled her Chapter Director mandate. Thank you Wendi!!

On February 22, 2017, during an evening meeting, Dr. Clive Baldwin, Ph.D. presented on Narrative Theory in Practice. This presentation was informative and boasted great input/feedback and questions. During the business meeting following the presentation, elections for Treasurer and Secretary were held. The new Treas-

urer, Tara Hay was confirmed and the Secretary position remains vacant.

During Social Work Week, the Chapter hosted an educational event on March 17, 2017 with the morning



presentation by Martine Paquet on the Social Work Code of Ethics as well as an overview of the Discipline and Complaints committee's roles and responsibilities. Following a brief lunch break, Tara White and I presented the information received the day before from the Association on the Response to what we heard Reopening of the Act - Chapter Tour 2016.

The afternoon's feature by Barb Wilkins was on Walking the Walk;

Healthy Caregiving The Cost of Caring!! Barb's presentation illustrated the toll social work can have on our lives and the importance of stepping back when necessary in order to recharge and rekindle in order to carry on with our work. Participation was approximately 47 members and the feedback on the entire day was great! Huge thanks to all presenters this year!!

Our next meeting is planned for early May and will mainly focus on presenting the Act in its entirety, highlighting the changes in preparation for the AGM in June. Hopefully there will also be an opportunity for a bit of year end wrap up/social time and that the event will be well attended and enjoyable!

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

Respectfully,
Valerie DeLong

Restigouche Chapter

The Restigouche Chapter conducted a number of activities over the course of the year, including general assemblies, which were all well attended. For our special Social Work Week activity, the Executive organized a training day; more than thirty members took advantage of this opportunity. The day long activity included a session on borderline personality disorder given by Ms. Sophie Leblanc, Registered Social Worker. In addition, two registered nurses,



Ms. Nathalie Leblanc and Ms. Renelle Savoie, gave a presentation on issues associated with opioid addiction.

2016-2017 was marked by changes to the Executive. Ms. Carole Gallant remains as Chapter Director, while Ms. Christine Gallant took on the position of President. Mr. Robert Thibodeau stayed on as Vice President, Ms. Jessica Cleveland became the Treasurer and a newcomer to the Executive, Ms. Mélodie Vienneau, took on the role of Secretary.

The Executive would

like to thank the members for their involvement in the most recent activity and throughout the year.

This report was respectfully submitted by

Christine Gallant, RSW,
Chapter President.

Sussex Chapter

When this year began, the Sussex NBASW chapter would meet on the second Thursday of every month. However, as of December 2016 our chapter now meets on the second Thursday of every second month. Once again our chapter has been able to accomplish many great things this year that benefited both our membership and our community at large. At present our chapter executive consists of: Joshua Redfurn, President; Sheila Hawthorne, Vice President; Pamela Cole, Treasurer; Crystal Parlee, Secretary; and our chapter representative, Sharon McKillop.

Our chapter was able to have some great information sessions for our local members. We had a presentation on cyberbullying which was presented by NBASW Project Coordinator, Julia Phillips. This was very well received by our members. In addition to the presentation, two of our members Wanda Jewer-Northrup and Sharon McKillop were involved with giving an information session to parents of the youth in the Sussex community at the Sussex middle school.

Our chapter was also able to have the fortunate opportunity of having a wonderful presentation on the Syrian refugee crisis by Jill Beaulieu. The presentation showcased the struggle within Syria and also highlighted the lives of the Syrian families that have settled in our local communities. The presentation was very informative and interactive in its delivery.

Finally we were able to have a wonderful presentation on transgender youth by Stuart Kearney. The presentation

included stereotypes and myths associated with the larger LGBTQ community in general and transgender individuals specifically. The presentation was able to highlight the importance of respecting one's decision to identify what gender that they feel they belong to and for our communities to not simply tolerate this choice but to embrace and support any and all individuals in their choices.

Our Chapter also welcomed our provincial NBASW executive on their chapter tour. The presentation occurred on October 24, 2016 and was presented by the President, Claude Savoie & Geraldine Poirier-Baiani. The



presentation was very informative and gave our membership an opportunity to ask questions and become informed on plans of the provincial NBASW for the upcoming year.

In the fall of 2016 our association worked with Sobeys on their campaign to "Stuff the Bus". The goal of this campaign was to help feed the hungry by gathering up food items for our local food banks. Our association was given a grocery cart by Sobeys so that we could load the cart with non-perishable food items. On November 17th, 2016 a community bus drove around the Sussex area and "stuffed the bus" with the items from our grocery cart as well as oth-

er interested community members throughout the Sussex community. It was a great campaign that our chapter looks forward to being a part of in the years to come.

During the Christmas season our chapter spearheaded a pyjama and toy drive with our local Salvation Army for children and families in the local Sussex area that required support during the holiday season. We were also able to provide various gift cards for the older children who wished to be able to pick things out for themselves. Major Judy Folkins of the Sussex Salvation Army was very grateful for the items that our members brought to them and was looking forward to working together with our association on fundraisers in the future.

Social work week this year was well received by our chapter members as well. The theme for this year was Social Work: The Power to Empower. Our social work week executive committee, which included Wanda Jewer-Northrup, Amanda Douthwright and Joshua Redfurn created activities to celebrate the profession of social work and the individuals who chose it as a career.

I would like to thank the chapter executives for all of their hard work and dedication throughout the year. I would also like to thank our chapter members who have helped with our campaigns and fundraisers throughout the year.

Once again I really enjoyed being a part of the executive. I look forward to being a part of the NBASW Sussex chapter for years to come!

Respectfully submitted,
Joshua Redfurn, RSW

Woodstock and Perth- Andover Chapter

Although we have held fewer large scale face to face meetings our members continue to work closely engaging in outreach opportunities when possible to showcase the Social Work Profession and individuals skills.

Many of our members took advantage of the opportunity to hear about the changes to modernize the NBASW Legislation providing valuable feedback to the Association during their Provincial Tour. Our chapter also enjoyed a refreshing lunch during Social Work week. We always enjoy networking with each other and Social Work week is an opportunity for us to gather and celebrate. A special thank you to Sarah Anderson for helping coordinate chapter events.

Our chapter is pleased to welcome Michelle Brennan as our newest addition to our chapter executive. She has been elected by members as Vice President. We continue to look for individuals interested in joining our team to represent our Chapter locally and provincially. Michelle, Shelley and I look forward to hearing from members wishing to be involved.

Lastly, I would like to thank members for your handwork and dedication to this profession and the innovative ideas you implement that help our rural community clients receive excellent services and care.

Respectfully Submitted,
Andrea Reid, MSW, RSW
Chapter Director

Charlotte County Chapter

The Charlotte County Chapter of the NBASW has not had an active year. Our numbers are small and spread over a large geographical area. Workload issues have plagued many of us which may reflect the complexity of the social and economic issues our families are facing. We co-sponsored a Soup and Sandwich event with the Wellness Network on March 31st in celebration of Social Work Month and Nutrition Month. We are grateful to our Provin-

cial rep Sheryl Noble for attending the Board Meetings and making a contribution on our behalf. The number of members who attended the presentation locally on the changes to the Act was very small but those present were deeply appreciative of the work and the degree to which it reflected the highest level of social work values.

Respectfully submitted
Colleen Grattan Gick, BSW, RSW

Edmundston - Grand Falls Chapter

The Edmundston/Grand Falls Chapter is experiencing difficulties recruiting new members. The Executive met several times but was unable to identify new strategies for bringing our members together for an annual meeting.

However, we will continue our efforts to hold a meeting to fill the positions of President, Vice President and Secretary.

We know that Edouard Dorion has collaborated with social workers in Haiti to develop PowerPoint training aimed at helping them with their disaster response plan for that country. Although the training sessions were delivered, he was unable to travel to Haiti to present them. This is a true success and it provides good visibility for our chapter.

We are all dedicated to our association and will continue to increase our efforts to fill the vacant positions within our chapter.

In the near future, we will review

our strategies for getting members together for a meeting, and we hope to succeed in doing so. We will inform the NBASW as soon as the positions have been filled.

Edouard Dorion, MSS
Chapter Director, Edmundston/
Grand Falls
For *Julie Ouellette, RSW*
President, Edmundston/Grand Falls
Chapter



Saint John Chapter

Although the Saint John chapter does not have a full executive at the present time, we are hoping to have a meeting in the next month or so and are optimistic we will be able to elect a full executive again.

In October we had a fairly good turnout for the NBASW chapter tour, the folks who attended found it informative. In December we hosted a Christmas social for our members and we had an excellent turnout and very positive feedback about the event.

We met a couple of times and planned a social work week event in March. We had guest speaker Randy Hatfield from the Human Development Council, he talked about the high priority neighbourhoods and the ongoing issues with the high rates of poverty in these areas. He was well received; very knowledgeable and was enjoyed by all, again very positive feedback in support of the event.

During the event, we had a sign-up sheet posted and asked for interested parties to sign up and get involved

with our local chapter. We had close to 20 people who expressed an interest and signed up to get involved, we are very excited about this.

We closed out the event with a draw for a free membership and Natalie Parker was the lucky winner this year.

That has been our year, and I respectfully submit my report.

Debby Stanton

Acadian Peninsula Chapter

Some changes were made during the last year in the Acadian Peninsula Chapter executive. We did, however, hold a few activities with members, such as the provincial tour concerning the Reopening of the Act. During Social Work Week, we sent a memo to all members of the Acadian Peninsula Chapter and invited them to a lunch-and-learn. A draw was held during the event for a \$25 gift certificate. The executive continues to meet to plan upcoming activities.

André-Marc Friolet, RSW

The Moncton Chapter had a good year! Several activities were organized including a presentation

on Compassion fatigue and Burnout followed by a wine tasting at the Magnetic Hill Wineries in June 2016. We took an extended break for the summer months. In the fall, we welcomed the NBASW staff for the presentation of the Reopening of the Act, and then in December we had our annual and popular Christmas Social. In March 2017, to celebrate Social Work week, we had supper at St Hubert with great prizes and a draw for the dues! We welcomed just over 60 members for this event.

We are planning to have another fun activity before summer gets here and if we can we will have another education component as well.

Moncton Chapter

Participation by our Chapter members has been excellent this year. We do hope it continues for many years to come.



My two year term is up this year. It was a great 2 years. With the support of the other executive members we did great team work and our goals as an executive team were attained. All positions are becoming available as all positions were two year contracts. Elections will be held in June 2017 at our next meeting. It's a great way to do volunteer work!

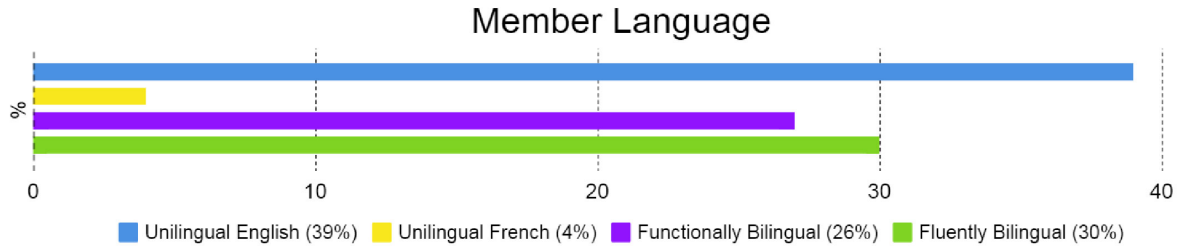
Be proud of your profession!

Yours truly,

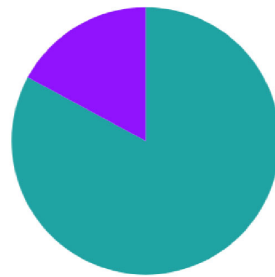
*Nathalie Melanson,
President of the Moncton
Chapter*

NBASW Member Demographics

Total of 1,875 members as of March 31, 2017
(excluding student members)

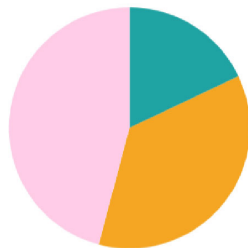


Member Education



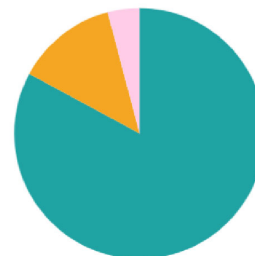
Members with BSW (82.88%)
Members with MSW (17.12%)

BSW (By language)



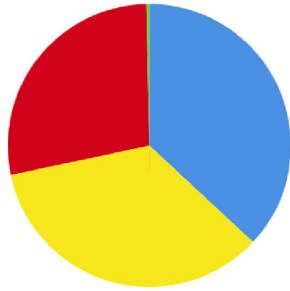
Members with MSW (17.96%)
English speaking with BSW (36.15%)
French speaking with BSW (45.89%)

MSW (By language)



Members with BSW (82.88%)
English speaking with MSW (13.01%)
French speaking with MSW (4.11%)

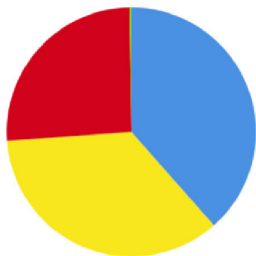
Member Age (Overall Membership)



■ 20-35 (36.93%)
 ■ 36-50 (34.74%)
 ■ 51-75 (28.01%)
 ■ 76+ (0.32%)

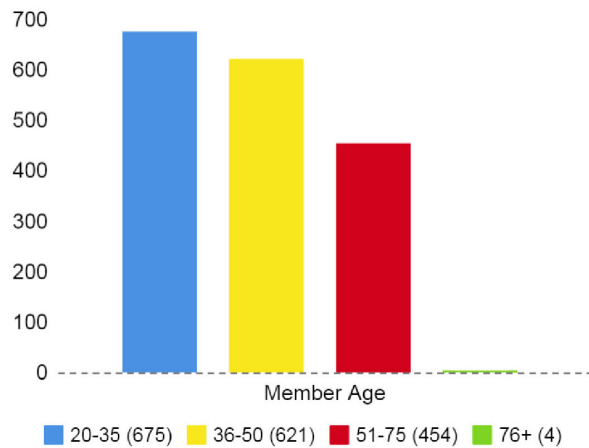
The average age of the NBASW membership between the years 2014-2016 was 41.5

Regular Members (By age)



■ 20-35 (38.48%)
 ■ 36-50 (35.40%)
 ■ 51-75 (25.88%)
 ■ 75+ (0.23%)

Regular Members (Total=1,736)

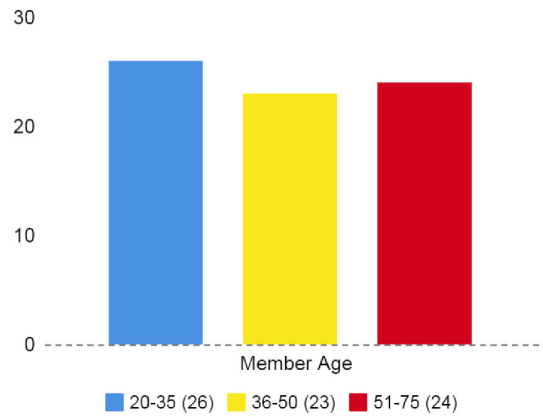


Non-Employed Members (By age)

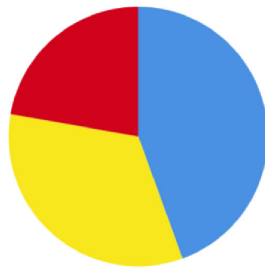


20-35 (35.62%) 36-50 (31.51%) 51-75 (32.88%)

Non-Employed Members (Total=73)

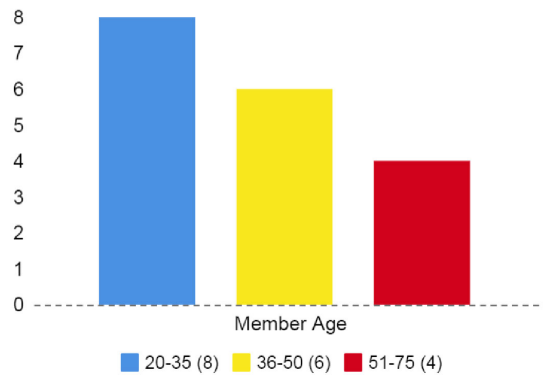


Out of Province Members (By age)



20-35 (44.44%) 36-50 (33.33%) 51-75 (22.22%)

Out of Province Members (Total=18)

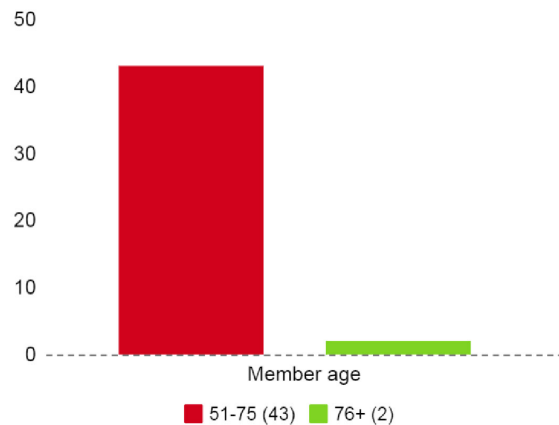


Retired Members (By age)

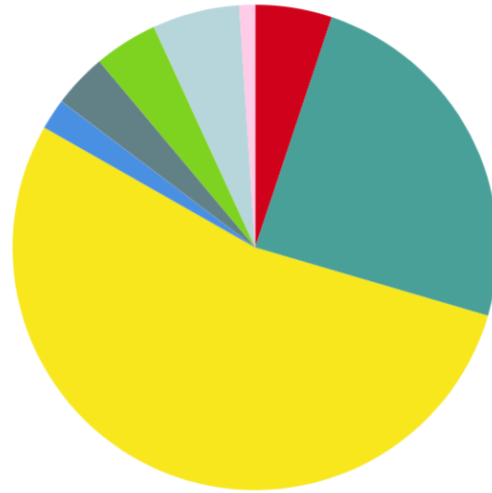


51-75 (95.56%) 76+ (4.44%)

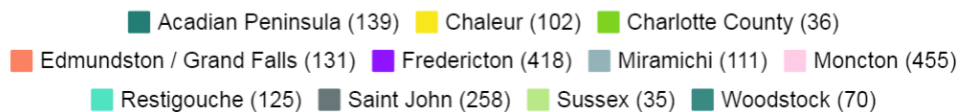
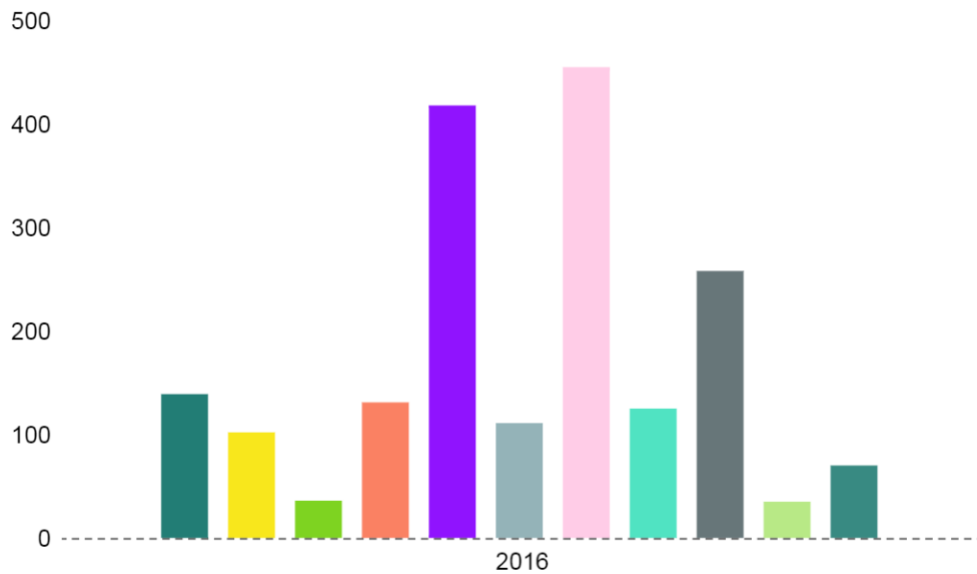
Retired Members (Total=45)



Members by Sector



Members by Chapter





New Brunswick
Association
of **SOCIAL WORKERS**

“Ensuring quality professional social work services
to the population of New Brunswick”

www.nbasw-atsnb.ca

1-877-459-5595

