



2016 NSCSW ANNUAL REPORT

Nova Scotia College of Social Workers

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OUR FOUNDATION

The NSCSW regulates the practice of social work in Nova Scotia. We serve and engage the public, support social workers in their practice, and advocate for social justice

OUR PROMISE

The promise we make to Nova Scotians, our members and our stakeholders:

NSCSW ensures the highest standards of professional, ethical social work for the people of Nova Scotia.

OUR TEAM

Alec Stratford, RSW, MSW

Executive Director/Registrar

Kevin MacDougall, RSW

Regulatory Practice Consultant

Annemieke Vink, RSW, MSW

Professional Practice Consultant

Nancy Viner

Executive Assistant

Alexandra Nelson

Regulatory and Applications Administrator

Collette Deschenes

Promotions Coordinator

OUR YEAR OF RENEWAL & GROWTH



We've embarked on a campaign to renew our professional commitments, values, ethics and practices to ensure they're in the best interest of protecting the public; so, social workers can do what they do best; provide evidence-based, compassionate and ethically guided services.



2016 was a year of transformation

and growth for the NSCSW as we experienced major changes to our mandate, programming and brand as a College. I am thrilled and honoured to have played a role.

Nova Scotians need, now more than ever, an organization that serves and protects the public by ensuring a high standard of social work, that advocates for policies that improve social conditions and challenges injustice and values diversity.

Social workers find themselves fighting daily against a system that excludes as they look for different pathways and advocate for change. Our profession has a long and brilliant history of magnificently challenging these forces, using our scientific methods, grounded in the values of our codes of ethics and standards of practice and working in solidarity with those who have been disenfranchised by this system.

We fight to end poverty and racial discrimination. We fight for same-sex marriage rights, we challenge rape culture and dismantle the patriarchy. We

have worked to embed the framework of social determinants of health within the dominant discourse of the medical model. Our small daily acts have quietly, yet effectively, crafted out a professional voice encapsulated in our Standards of Practice and Code of Ethics.

Our work as tireless, passionate advocates for the human spirit and for the dignity and worth of all, has seen an albeit slow, but consistent creation of a fairer and socially just society. Our success as a profession is something to be proud of.

However, it is hard to be a social worker in Nova Scotia. We live in an era of Trump and revamped neo-liberal policy where we see an agenda of privatization and a general distrust by society of those who live in poverty or have a different story from the dominant narrative.

The Nova Scotia Social Workers Act renewed the College's mandate to serve and protect the public interest, preserve the integrity of the social work profession, maintain public confidence in the ability of the social work profession to self-regulate. This privilege of self-regulation means that we're a Member-driven organization.

We've embarked on a campaign to renew our professional commitments, values, ethics and practices to ensure they're in the best interest of protecting the public; so, social workers can do what they do best; provide evidence-based, compassionate and ethically guided services. We're building an organization that can provide a counter-narrative and one that can resist the Trumpisms which are now dominant in the world.

Headed into 2017, we are enhancing our communication and engagement with members and the public as we continue to deliver grassroots evidence based professional development opportunities and advocate for the values we hold!

Alec Stratford, MSW, RSW

Executive Director/Registrar

OUR RENEWED PURPOSE



Our
College
supports,
recognizes
and
promotes
social
work
practice.



A new President, Executive Director/Registrar, name, logo, website, several new committees, volunteers, and speaking for myself, a renewed sense of purpose and direction. Our College has a primary function: to protect the public. How we operationalize this is multifaceted, and in large part relies on the conceptualization and vision of this duty by you, the membership.

Social Work is a proud profession steeped in the theories of empowerment, self-determination, emancipation, advocacy, and social justice. Your College has been working to protect the public through these lenses. We are at once seeking to support change in the systems, laws, governments, and bureaucracies impacting the need for social work, and to provide opportunities, structures, and clear processes for social workers to be current, effective, and to practice optimally. As membership becomes more involved in these approaches, the more meaningful and impactful our outcomes. Many of you have taken on a role in one way or another this past year, and hopefully more of you will seek out opportunities in the coming year.

Last summer members received a survey about candidacy and you highlighted the need to update this practice, but also conveyed your support for new worker mentorship and ongoing social work supervision. In a time when our professions skill sets and standards are boiled down to testable competencies it is important to know that the Nova Scotian social work tradition of candidacy sets a different tone and an alternate approach to the competency exams being developed and rolled out in other provinces. Rather than adopting more generic tests that may not speak to the social work you are doing in your practice; we are moving to strengthen our candidacy program at every level. Our candidacy committee is working to update and redefine the goals and processes. This work is extremely important as it will provide members with a clear direction to work through, and will illuminate the benefits of mentorship, rather than testing, in the work of regulating social workers.

We sent out a call for volunteers for the policy and advocacy committee. While this committee is just getting organized, will also be vital to the role of protecting the public. We are taught that if the traditional solution to a problem has not solved it than there is a good chance that we are not correctly identifying the problem in the first place, and so our solutions are missing the mark. Social workers consider factors that other professions often do not see as part of the matter, or at best, not theirs to deal with. We are the profession that looks at the individual in their whole context. We map out the systems, the history, and the relationships at play. We look critically at the service we are working within and we identify what needs change at all levels to create a more just and equitable society. The policy and advocacy committee will work to identify alternate approaches to the needs of our province, and together with the social justice committee, seek to enhance the quality of services of all kinds for Nova Scotians by applying our social work principles and values in the analyzing and promoting of these alternate policy options.

Our college is providing ongoing social work training, lunch-and-learns and after-work opportunities in your regions. We want to ensure your professional development opportunities are accessible and relevant. At every training session or presentation, I am reminded that our College supports, recognizes and promotes great social work practice.

We have the great privilege of self-regulation, where we not only get to write and practise within our own legislation, regulation, and by-laws, but where our values and ideals are held high to make social work practice in this province, as well as the many institutions, agencies, and sectors within which we practise, to be subject to those same values and ideals. We work in solidarity with Nova Scotians to advocate for policies that improve social conditions, challenge injustice and value diversity.

I am proud to serve on council, and look forward to another year of pursuing excellence for our college, our membership, and our province.

Ezra Wexler, MSW, RSW

NSCSW Council President

OUR LEADERSHIP

Transformation. Transition. Evolution. All have one thing in common – CHANGE. I have been involved with Council, in varying capacities, for over nine years. This year I have seen a substantial, progressive, welcomed and at times, tedious shift towards an informed and unified vision. A vision that speaks to who we were, who we are and the potential of who we can be, all threads delicately intertwined with this new identity we are crafting as a College.

With transformation comes transition, and in response to transition we seek to evolve, changing as we discern our way forward. For many years, the College has been in a transition phase, rife with tasks preventing us from moving forward at the speed intended. Whether it was macro departmental changes, shifts in government, changes in internal leadership or the daunting task of rewriting the foundational documents that regulate our profession, the commitment of Council and executive leadership made this evolution possible. It's not the most glamorous work, but it fed and continues to feed the transformation.

Transformation is occurring across sectors, in many organizations and places but not without uncertainty and fear. Fear can be the largest obstacle to reaching organizational potential, but it can also be one of the most valuable responses that is repeatedly ignored. The transformation from an Association to a College evoked deep rooted concerns in many, and rightly so. Some social workers were hesitant about what this shift would mean. How would it build trust? Would it demand a higher level of member responsibility and accountability? Would decisions be made for us by few? All thoughtful questions.

I've seen Council and College staff work tirelessly to address concerns rather than reducing them to merely ill intended opinions mired in mistrust. We have built committees, implemented consultation, defined roles and shared expectations.

I have witnessed how discomfort has been a catalyst to enhance change. I have heard informed and respectful dialogue in the presence of uncertainty. That friends, is embracing transformation and fostering change.

I believe it was cultural anthropologist Margaret Mead who said,

"Never doubt that a small group of committed citizens can change the world. Indeed it's the only thing that ever has."

As social workers, we have a long history of being the change and embracing change. So, let us not fear transformation, transition, and evolution. Instead, let us stand, committed to honoring what was, fostering what is and discerning what we can be. As citizens. As social workers. As a College.

Lorna Griffin-Fillier MSW RSW

Past NSCSW Council President



EXECUTIVE OFFICERS

President – Ezra Wexler

Vice-President – Vacant

Treasurer – Wendy Keen

Secretary – Debbie Reimer

Past President – Lorna Griffin-Fillier

BOARD OF EXAMINERS

Mark Scales (Chair)

REGIONAL REPRESENTATIVES

Cape Breton – Catherine Kehoe

Cape Breton – Chris Bourque

Colchester – Michele Rigby

Cumberland – Donna Fitzpatrick

Halifax Metro – Denise Robichaud

North Shore – Bernd Mueller

Annapolis Valley – Kenny MacLean

Fundy Shore, Halifax Metro & South Shore - Vacant

OTHER REPRESENTATIVES

CASW Board Member – Jim Gouthro

Dalhousie University School of Social Work Faculty –
Judy MacDonald

Dalhousie University School of Social Work Student –
Mercy Kasheke

Universite Sainte Anne Faculty – Veronique Brideau-
Cormier

Universite Sainte Anne Student – Jessica MacLean

Nova Scotia Association of Black Social Workers –
Shelina Gordon

Aboriginal Member – Vacant

OUR VISION FOR COMPETENT PRACTICE

As the Chair of the Board of Examiners (BOE) Committee, I've seen committee members work diligently to ensure timely registration approvals of all new Social Work Candidates; Registered Social Workers and Private Practice applicants. We've welcomed innovation as we gain greater comfort with our new Social Work "College" and the organization's vision focused on the mandatory regulatory responsibilities and functions

BOE committee members ensure that all new, returning and private practice applications for Social Work practice in Nova Scotia are vetted thoroughly. We assure Nova Scotians that social workers are practicing safely and competently from day one.

It's our goal to have all registration applications through the regulatory process within a two to three month time frame. There are challenges as we attempt to regulate the profession where mobility of Social Work practice is upon us. In 2016/2017, there was one appeal related to a regulatory decision that went ahead. The Board's decision was upheld.

A special thank you to the BOE Committee for their commitment to regulating the profession: Tayna Grant (Vice-Chair), Justin Adams (Government Appointee), Tom MacNeil, Ami Goulden, Jack Landreville, Janet Pothier, Sherry Battiste, Dr. Jeff Karabanow (Dalhousie University) and Joline Comeau.

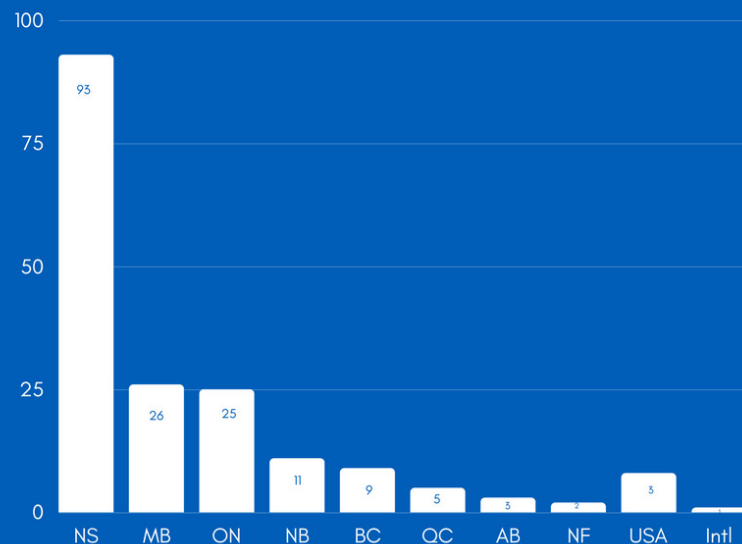
I would also like to thank College staff, Kevin MacDougall, Alex Nelson and Alec Stratford, for their continued support, guidance, spirited debate and discussion at our monthly BOE meetings.

On the horizon, the BOE will continue our discussions on strengthening regulatory practices and examine candidacy, the consideration and debate of the professional licensing examinations and professional development priorities.

Mark Scales B. Sc., BSW, MSW, RSW

Chair of the Board of Examiners (BOE) Com

NEW APPLICATIONS BY PROVINCE





We're a self-regulating body who is committed to providing transparent regulation processes that ensure our social workers are competent.

COMPLAINTS BY THE NUMBERS

TYPE OF COMPLAINT →

Breached the Code of Ethics	2
Incompetence	4
Professional Misconduct	4
Conduct Unbecoming the Profession	6

SOURCE OF COMPLAINT →

Employer	8
Client	6
NSCSW	1
3rd party	1

ACTION →

Dismissed (no grounds)	4
Settlement agreement (no longer registered)	3
Settlement agreement (Inactive Status)	1
Formal reprimand	1
Under review	6

We envisioned major shifts in the organization several years ago and it has been exciting watching them come to fruition over this past year. My position of Deputy Registrar has evolved to Regulatory Practice Consultant. I oversee complaints, candidacy, ethical training, legislative compliance and professional Standards. Throughout our evolution from an association to the College, there was a positive transformation on how we protect the public and serve our members.

We're a self-regulating body who is committed to providing transparent regulation processes that ensure our social workers are competent. That's why together with you, our members, we've formed the Professional Standards Committee and Private Practice Committees. The Professional Standards Committee has embarked on an interesting project of developing the Standards and Guidelines for Medical Assistance in Dying (M.A.I.D). This committee will ensure we have competent social workers who have the knowledge and skills to work independently.

Legislative changes has increased the transparency of our complaints process and provided a streamlined approach to complaint resolution. We've initiated projects to change how we provide our regulatory responsibilities including an amended Act and new Regulations to support the legislative changes. We also consulted with several past complaints committee members to develop a new complaints manual live on our website at nscsw.org.

We're making an effort to take data on types of complaints, and where possible, seek resources that could assist members with evidenced based guidelines for their practices.

Kevin MacDougall, RSW, MSW

Regulatory Practice Consultant.

OUR NEW BRAND

What a year this has been! We have found new ways for you to use your valuable skills as we move forward as the NSCSW.

I began with the NSCSW in 2012 and the degree of change in this workplace is easily 180 degrees. Bob Shepherd, NSASW Executive Director 2009-2014 put the wheels in motion to have our legislation, the Social Work Act, changed to more accurately reflect the direction in which Council wanted the organization to go. The name change and candidacy were only two of the foci in the proposed legislative change. The name change to become a “College” had a significant impact. Council sought more responsibility for educational services to social workers in Nova Scotia, wanting to provide highest calibre delivery of social work practice to the public stakeholders. With the proposed changes, the hybrid function of the organization would be reinforced. The protection of Nova Scotians would be strengthened through regulation and education.

Bob retired and the proposed legislation changes were carried on by Dr. Sheila MacKinnon-Oke. She addressed the amendments we were asked to make to our proposal, and the Legislation was finally placed in the hands of the Department of Community Services to bring to the NS government. We waited.

In April 2016, Sheila left her position as ED/Registrar and Alec Stratford was hired to fill the role and finally in May 2016, we received the amended Social Work Act and officially became a College. What a day.

Alec’s vision for the College specifically and for social work in general has become the focus of the NSCSW.

The growth of NSASW had reached a stage of early adulthood, 51 years later, and we were now able to move forward, supported by the Legislation, into the phase of structural and intentional planning as a College. All the past hard work by social workers

to form the organization, to acquire legislation, to regulate the profession and to provide a social justice forum, had formed the base from which we move forward today.

The process for re-branding began with consultation with a marketing firm. Immediately a half-day workshop for members and Council was scheduled, where identifying brand attributes, messaging and values were some topics of discussion. This was followed by a member survey asking about current images of the organization, its values and areas for growth and development. Outcomes were eventually included in the NSCSW communication plan which is in action today.

Specifically, the logo, the colours and general new brand came from this consultation process and the transformation became official. The fresh, new contemporary look we have today stands to be representative of the College for many years to come. Finally, on October 21, 2016 we celebrated the launch of our new brand, goals, and objectives.

The work continues as we strive to meet the College objectives in social justice, professional development and sustainability, to name a few. Jump in and join us on the way to a strong presence, creating an effective College profile with clear strategies to protect the public and support your excellence.

Our new bi-weekly newsletter, website and Facebook and Twitter pages will effectively keep you informed as we move forward.

We look forward to your involvement as we move forward and certainly to seeing you at the 2017 NSCSW Spring Conference and AGM.

Annemieke Vink, RSW, MSW

Professional Practice Consultant

OUR COLOURS

LIGHT BLUE: honesty, trustworthiness

NAVY BLUE: confidence, authority, intelligence, stability, unity

YELLOW: positivity, clarity, and energy

GREEN: health, growth, balance, harmony, safety



OUR REPRESENTATIVES

2016 was an exciting year for Cumberland County social workers as we witnessed the transition from the Nova Scotia Association of Social Workers to the Nova Scotia College of Social Workers. We also familiarized ourselves with an exciting new, up-to-date, informative College website!

In the fall, twelve Cumberland County social workers welcomed Alec Stratford, our new Executive Director/Registrar, for a Q&A with questions surrounding the future of the new College. We came together to hear Alec's presentation & engaged in an open two-way dialogue. The College also assisted with an educational session spearheaded by Ryan Wiens, RSW. This one-day event addressed the Acceptance and Commitment Matrix and was presented by Dr. Kevin Polk.

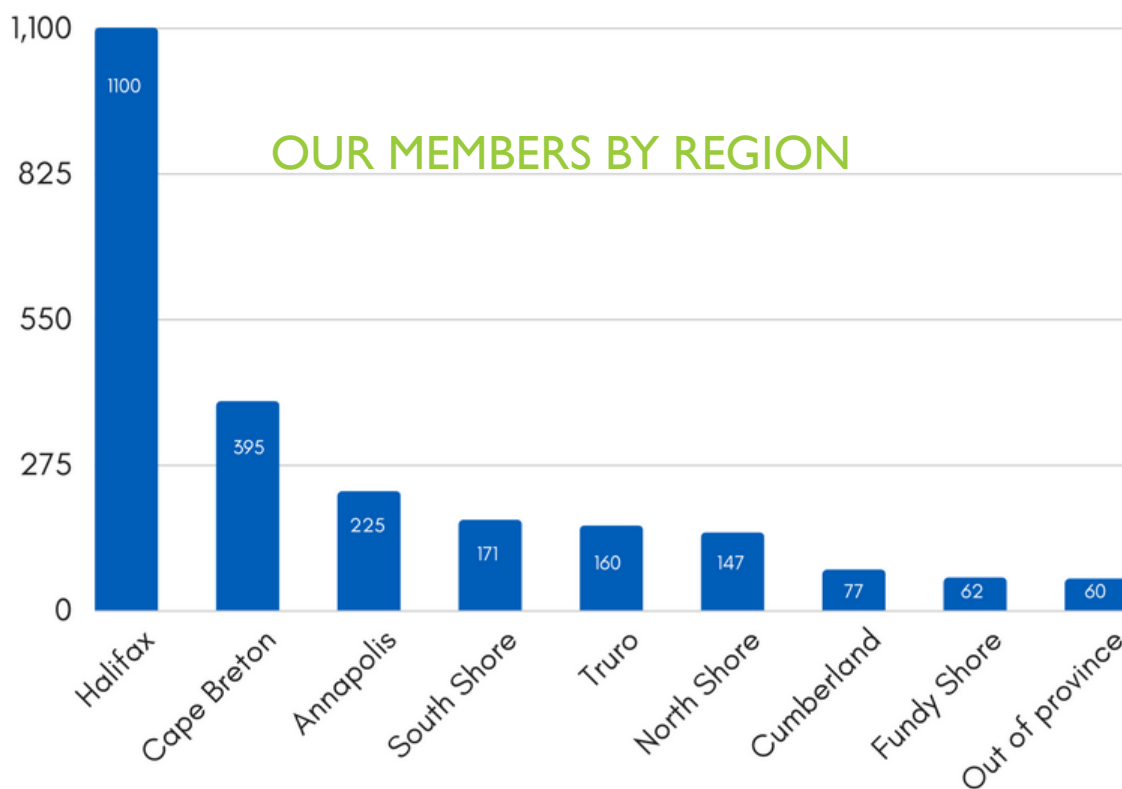
Overall, it's been a year of transition and positive changes! We look forward to another great year ahead.

*Donna Fitzpatrick, MSW, RSW,
Regional Representative, Cumberland County*

The Colchester region has continued to host meetings every month. In March, we plan to go "on the road again" visiting our colleagues' places of employment and find out about the role of social workers in different environments. We also raised money again this year to buy Movie Money for the Christmas Index program, this was accepted with much appreciation.

In May 2016, primarily with the funds from the NSCSW and a nominal participant fee, Truro hosted a one-day interactive workshop where renown social worker, Vincent MacDonald, presented about death and grief. There was a wait list and we were delighted that social workers from varied fields and from all stages of careers attended. Social workers asked for further workshops on grief and workshops on boundaries.

*Michele Rigby RSW
Colchester Representative*



I've represented Nova Scotia on the **Canadian Association of Social Workers (CASW)** board for appropriately four years. During this time, I've had many opportunities and have gained valuable insight. I've attended meetings across Canada, chaired the CASW Health Interest Group, participated in Interest Group sub-committee meetings, met with Members of Parliament about the profession and continuously update the College & members about the CASW's work.

I've gained great insight into the goals, mission, vision and functions of the national board and how it benefits our College. My discussions with other provincial and territory board members has increased my understanding of their regional challenges and successes in the field of social work. Lastly, I've learned about the International Federation of Social Workers (IFSW) and how their work benefits the profession globally and the profession of Social Work in Canada.

Overall, this has been a rewarding experience and I highly recommend members to get involved with our national association. Members can review the contents of the national website (www.casw-acts.ca/), register for upcoming webinars and apply for the BMS/CASW sponsorship.

In the coming months, I look forward to updating our provincial board with the CASW's on-going work and travelling to the CASW Federation Meetings in Banff, Alberta. Finally, I am interested to work with my successor as I pass over the roles and responsibilities as a CASW board member.

James Gouthro, MSW, RSW

CASW Representative

The **Dalhousie University School of Social Work (DUSSW)** celebrated their 75th anniversary this year. In December 2016, we celebrated at the conference '*50 years of Human Rights in Nova Scotia*.' We also hosted a viewing, followed by a panel discussion, of the documentary '*I Work for Change*.' This documentary promotes the social work profession and was produced by Cyndi Hall and Nancy Ross. All social workers should view this documentary!

Recently, on the last day of Social Work Month in March 2017, DUSSW announced the school's new Director, Dr. Judy MacDonald (July 1, 2018-June 30, 2023). Judy has served as Interim Director since 2014. Prof. Brenda Richard will be serving as Interim Director for 2017 – 2018 while Judy is on sabbatical.

We also celebrated as Dr. Wanda Thomas Bernard joined the Red Chamber in the Canadian Senate. We are incredibly proud of her accomplishments and are excited to hear her voice for social justice on the hill.

Dr. Merlinda Weinberg will be a scholar-in-residence for three months at Durham University in the United Kingdom for her Senior Fellowship. She will work with Dr. Sarah Banks on social work ethics.

Dr. Mike Ungar received a Canadian Institute of Health Research grant on '*Patterns of Resilience among youth in contexts of oil and gas production and consumption in the global north and global south*', and a Social Sciences and Humanities Research Council of Canada grant on refugee children and families in "*building protective and promotive interventions that can support their resilience*".

The DUSSW is also working hard on our response to the Truth and Reconciliation Report, as we learn processes for Indigenizing our curriculum and culture.

Judy MacDonald

DUSSW Faculty Representative



THE CASW

The Canadian Association of Social Workers (CASW) is a national federation that promotes and strengthens the practice of social work in Canada. The CASW Federation is comprised of 9 provincial and territorial partner organizations.





I was flattered and excited to be chosen as the **NSCSW's Student Representative for Dalhousie University**. I was excited but also unsure of what to expect from council and what issues to bring to the table as a student.

I asked several of my student colleagues what they knew about the College. I quickly came to the realization that collectively none of us had a thorough understanding of who the NSCSW was and the College's role was in relation to the profession. After several Council meetings, I knew it was a critical issue that students do not have knowledge on the importance of their College. My focus shifted to transform and build a relationship between the College and students.

I am passionate about bridging the gap between the College and students. Over time, I noted the misconceptions students had surrounding candidacy and registration. These misconceptions caused students a lot of anxiety as they felt they were unprepared going into the workforce. As a result I voiced student concerns in Council meetings and personally educated students on the College's role.

During 2017 National Social Work Month, I hosted a meet and greet at Dalhousie University open to all BSW and MSW students. Students had the opportunity to meet Council members and Executive to ask candidacy and registration questions. This was a step towards future open, authentic conversations to come.

Building a dialogue between students, as future social workers, and the College is an integral part of our learning. Over the past year the College has increased its university presence to help ensure students understand the importance of providing the best standard of practice to the service users of Nova Scotia. Transforming this relationship also provides students with a clear path on how to connect with the NSCSW following the completion of their social work degree. My hope is that this relationship will continue to be fostered by future university representatives and that students will take part and join the College.

Merce Kasheke

DUSSW Student Representative

As we close another productive year, the Association of Black Social Workers (ABSW) is excited to continue to work collaboratively with the Nova Scotia College of Social Workers to extend our knowledge and experience of social issues affecting African Nova Scotian communities. As the Special Group Representative for the NSCSW Council, I had the fortune of participating in several noteworthy activities, including my involvement in the creative visioning, implementation and transformation of the Association to a College.

I was involved with Council as the Outreach Social Worker for the Association of Black Social Workers (ABSW). ABSW is a volunteer charitable organization consisting of Black Social Workers throughout the province of Nova Scotia. ABSW's key mission is to act as support group and professional development resource for African Canadian Social Workers. The ABSW provides a structure and forum through which Black Social Workers and workers in related fields can exchange ideas, offer services and develop programs in the interest of the Black Community and the community at large.

On August 22, 2016, a room full of invited social workers gathered at Oakwood House in Dartmouth to participate in the envisioning and designing of the future NSCSW. I left this day excited by the drafts that would be generated from the envisioning process. Shortly after the session concluded, the drafts documents and visuals were circulated and reviewed to ensure they were inclusive and representative of the College and the populations we serve. In October 2017 the official NSCSW brand launched during our Fall Conference.

While organizations adjust to impending social, cultural, economic and political influences, it is important to recognize change is endemic. As the landscape of the social work profession continues to change and practice contexts vary, ethical practice remains paramount. Regulatory policies and ethical practice standards should be informed by relevant research and practice evidence to promote quality social work practice.

As the College continues to undergo its growth process, I encourage social workers to further explore how you can participate in creating the vision for social work in Nova Scotia. You have an opportunity to be active in a leadership, advocacy or community engagement capacity, and further inform your understanding of the legal regulations of the social work profession. Write an article, use social media to share your comments and stories, create network connections with other volunteers, community members or College staff or participate in conversations with your College. The smallest contribution can make a difference. Let's work together to enhance the social work profession in Nova Scotia.

Shelina Gordon, MSW, SWC

On behalf of the Association of Black Social Workers (ABSW)

OUR FINANCES

Being a social worker and the Treasurer of our profession's College is a bit of a contradiction.

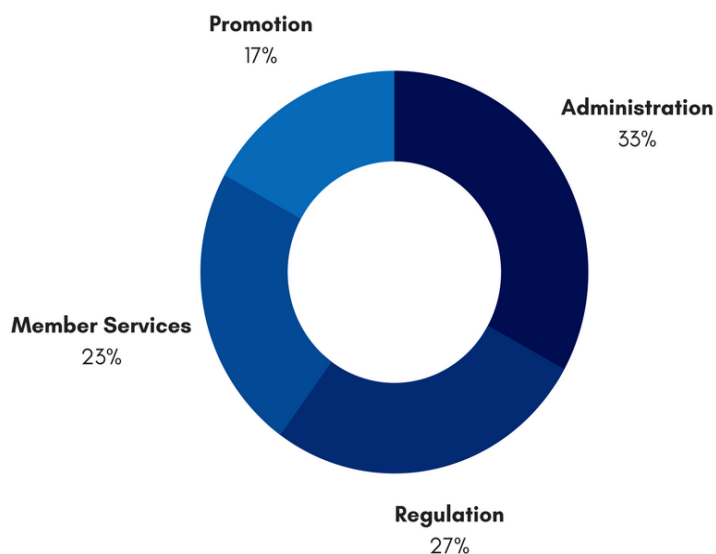
Social workers often struggle to use precious and often scarce resources to make the best of a situation for someone. Advocating for an additional twenty dollars or a monthly bus pass for a marginalized person is different from finding oneself responsible for a budget of almost one million dollars.

I became Treasurer of the College six years ago. The finances were secure so we made financial decisions to meet the College's organizational and regulatory responsibilities. We moved to a larger location, added additional staffing, increased our IT capacity, created effective promotional material and, most importantly, continually addressed our responsibility of protecting the public by ensuring that all social workers meet the professional standards of the profession.

A good read for history buffs is "NSASW Part 1- A History 1963-2010," a chronicle of events and memorabilia of our history from 1963. The shape of our finances can be accredited to Marty Wexler who was the Treasurer during the financial crisis of 1995. Marty made a motion to change the By-law regarding approval of fees. Since then, the College sustained its financial stability.

The College is a member driven organization with an annual revenue of approximately \$900,000.00. with revenue generated through membership fees and distributed in four directions: Promotion of the Profession, Administration, Regulation, and Member Services.

WHERE MEMBERSHIP FEES GO



Our 2016 expenditures are part of the Audited Financial Statement and the proposed expenditures are in the 2018 Budget as presented. The College works with Lyle, Tilley and Davidson for financial services and, through them, Christi Lingard provides bi-weekly book keeping support. Over the last four years, we've accrued a surplus which we've designated to the operating reserve, the discipline fund and a projects fund. The projects fund will help the College strengthen and develop IT support through a new data base, consider research opportunities and plan for future initiatives to support our four pillars of service.

It's an exciting time of growth and I encourage all Regional representatives to take advantage of the allocated regional budgets to engage members. Your membership fees are well designed to provide the professional support you need within your region.

We haven't implemented a fee increase for six years. We must be prudent and look at this in a more serious way. At the very least there needs to be an annual cost of living fee increase. This may be implemented in 2019 at 3% raising the fees to \$428.00 (from the current \$416.00). I appreciate your attention to this as it will continue to make the College and the profession viable and with that credible to the public. Today, we can ask the question *"What will the College look like in 2020? How would we know that we have protected the public through competent social work practice? Have our fees been well taken care of, have we been good stewards of those resources?"*

As I come to the end of six years as the College's Treasurer and Executive member on

Council, you can rest assured that we have a solid financial framework to help us to meet our goals. My role as treasurer was much more than being the 'keeper of the purse.' It was about applying good social work decision making to an organization that can truly stand strong as an advocate for the best for people.

Wendy Keen, MSW RSW

NSCSW Treasurer



NSCSW membership fees are well designed to provide the professional support you need within your region.

AUDITOR'S REPORT

LYLE TILLEY DAVIDSON Chartered Accountants



INDEPENDENT AUDITOR'S REPORT

To the Members of Nova Scotia College of Social Workers

We have audited the accompanying financial statements of Nova Scotia College of Social Workers, which comprise the statement of financial position as at December 31, 2016 and the statements of operations and changes in fund balances 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 accounting standards for not for profit organizations, and for such internal controls as management determines are 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 audit 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 controls 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 controls. 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 qualified audit opinion.

Basis for Qualified Opinion

Note 1 describes the Society's accounting policy with respect to capital assets. The Society expenses all capital asset purchases rather than capitalizing and amortizing them. In this respect, these financial statements are not in accordance with Canadian accounting standards for not-for-profit organizations. If the capital assets had been capitalized and amortized, the capital asset balance for the current year would have been \$14,208 (2015 - Nil), amortization for the current year would have been \$2,507 (2015 - Nil) and the closing balance of net assets would have been \$729,961 (2015 - \$590,026).

Qualified Opinion

In our opinion, except for the effects of the matter described in the preceding paragraph, the financial statements present fairly, in all material respects, the financial position of Nova Scotia College of Social Workers as at December 31, 2016 and the results of its operations and cash flow for the year then ended in accordance with Canadian accounting standards for not for profit organizations.

CHARTERED PROFESSIONAL ACCOUNTANTS

May 8, 2017
Halifax, Nova Scotia

NOVA SCOTIA COLLEGE OF SOCIAL WORKERS
Statement of Financial Position
as at December 31, 2016

	Discipline Fund	Practice Project Fund	Operating Fund	2016	2015
ASSETS					
CURRENT					
Cash	\$ -	\$ -	\$ 1,003,413	\$ 1,003,413	\$ 833,142
Restricted guaranteed investment certificates (Note 3)	205,296	-	206,182	411,478	306,660
Prepaid expenses	-	-	828	828	-
Receivable from operating fund	-	4,458	-	4,458	4,458
	<u>\$ 205,296</u>	<u>\$ 4,458</u>	<u>\$ 1,210,423</u>	<u>\$ 1,420,177</u>	<u>\$ 1,144,260</u>
LIABILITIES AND FUND BALANCES					
CURRENT					
Accounts payable and accrued liabilities (Note 5)	\$ -	\$ -	\$ 22,654	\$ 22,654	\$ 32,368
Deferred revenue	-	-	677,312	677,312	517,408
Payable to restricted fund	-	-	4,458	4,458	4,458
	<u>-</u>	<u>-</u>	<u>704,424</u>	<u>704,424</u>	<u>554,234</u>
FUND BALANCES					
Internally restricted	205,296	4,458	206,182	415,936	311,118
Unrestricted	-	-	299,817	299,817	278,908
	<u>205,296</u>	<u>4,458</u>	<u>505,999</u>	<u>715,753</u>	<u>590,026</u>
	<u>\$ 205,296</u>	<u>\$ 4,458</u>	<u>\$ 1,210,423</u>	<u>\$ 1,420,177</u>	<u>\$ 1,144,260</u>

NOVA SCOTIA COLLEGE OF SOCIAL WORKERS
Statement of Operations and Changes in Fund Balances
Year Ended December 31, 2016

	Budget	Discipline Fund	Practice Project Fund	Operating Fund	2016	2015
REVENUE						
Memberships	\$ 740,000	\$ -	\$ -	\$ 789,103	\$ 789,103	\$ 790,177
Application fees	9,000	-	-	14,810	14,810	9,000
Conference income	3,000	-	-	5,597	5,597	2,694
Interest income	3,000	2,246	-	2,571	4,817	3,202
Other	5,000	-	-	6,454	6,454	535
	<u>760,000</u>	<u>2,246</u>	<u>-</u>	<u>818,535</u>	<u>820,781</u>	<u>805,608</u>
EXPENSES (Schedule 1)						
Administration	279,000	-	-	330,349	330,349	260,416
Meeting expenses	42,000	-	-	36,986	36,986	41,044
Regional and ABSW funds	9,000	-	-	4,000	4,000	4,748
Scholarships and bursaries	3,000	-	-	315	315	1,705
Personnel	336,000	-	-	323,404	323,404	312,962
	<u>669,000</u>	<u>-</u>	<u>-</u>	<u>695,054</u>	<u>695,054</u>	<u>620,875</u>
EXCESS OF REVENUE OVER EXPENSES	<u>91,000</u>	<u>2,246</u>	<u>-</u>	<u>123,481</u>	<u>125,727</u>	<u>184,733</u>
FUND BALANCES - BEGINNING OF YEAR		153,050	4,458	432,518	590,026	405,293
TRANSFERS		50,000	-	(50,000)	-	-
FUND BALANCES - END OF YEAR	<u>\$ -</u>	<u>\$ 205,296</u>	<u>\$ 4,458</u>	<u>\$ 505,999</u>	<u>\$ 715,753</u>	<u>\$ 590,026</u>

NOVA SCOTIA COLLEGE OF SOCIAL WORKERS
STATEMENT OF CASH FLOW
Year ended December 31, 2016

	2016	2015
OPERATING ACTIVITIES		
Excess of revenue over expenses	\$ 125,727	\$ 184,733
Changes in non-cash working capital:		
Prepaid expenses	(828)	-
Accounts payable and accrued liabilities	(9,714)	405
Deferred revenue	159,904	(95,158)
	<u>149,362</u>	<u>(94,753)</u>
INCREASE IN CASH FLOW	275,089	89,980
Cash - beginning of year	<u>1,139,802</u>	<u>1,049,822</u>
CASH - END OF YEAR	\$ 1,414,891	\$ 1,139,802
Cash consists of:		
Cash	\$ 1,003,413	\$ 833,142
Restricted guaranteed investment certificates	<u>411,478</u>	<u>306,660</u>
	\$ 1,414,891	\$ 1,139,802

See the full Auditor's report online at ***nscsw.org***.

PROPOSED 2018 BUDGET

Application	\$15,000.00
Registration/Renewal	\$900,000.00
Conferences	\$7,000.00
Interest Earned	\$3,000.00
Other	\$5,000.00
Accruing Revenue	\$930,000.00
Salaries and Pensions	\$394,873.00
Benefits	\$25,000.00
Group Insurance	\$22,000.00
Staff development	\$6,000.00
Staff travel	\$6,000.00
Other	\$5,000.00
Total Human Resources	\$458,873.00
Investigation and Complaints	\$20,000.00
Meeting expenses	\$50,000.00
Director's Liability Ins	\$3,300.00
Professional magazine	\$37,000.00
Candidacy supervision training	\$15,000.00
AGM Conference/ Semi-Annual Conference	\$20,000.00
Marketing and promotion	\$20,000.00
Regional and ABSW	\$15,000.00
Scholarships and Bursaries	\$6,000.00
Total Program	\$166,300.00
Audit/Review	\$15,000.00
Booking keeping	\$8,200.00
Computer Services	\$32,000.00
Credit card charges	\$20,000.00
Equipment leases	\$25,000.00
Equipment purchases	\$10,000.00
General insurance	\$5,000.00
Interest/Bank charges	\$2,000.00
Legal fees	\$15,000.00
Memberships	\$83,000.00
Miscellaneous	\$5,000.00
Postage mailing, courier	\$4,000.00
Printing/copying	\$4,000.00
Rent and recoveries	\$50,000.00
Stationary	\$5,000.00
Telephones	\$4,000.00
Total Admin	\$287,200.00
Total Expenditures	\$912,373.00
Surplus	\$17,627.00

IN MEMORIAM

We remember the following social workers who passed in 2016-2017. May they rest in peace.

Dr. Daniel O'Brian

Hughena "Peggy" Burns

Jim Campbell

Louise Ghiz

Stella Girard

Mark Koenig

Bill MacLean

Marilyn Rose Marcon

Jane Alison Stephen

OUR VALUES

RESPECTFUL

We're respectful of the inherent dignity of every individual , and strives for cultural humility and social change

ACCESSIBLE

We provide communication and services that are accessible province-wide for members, stakeholders and the public.

ETHICAL

We follow the established national code of ethics that adheres to the values of the social work profession.

PROGRESSIVE

We are progressive in reflecting the values of social work, and supports innnovation through education, research, and transformative community engagement, for the sake of social justice.

LET'S CONNECT



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