

Executive Director's Report April 4- May 30, 2023

Board Meeting

In review, since our last meeting:

Services continue, Dianne Heath, Executive Director, working from home and the office, Darren Usher, Member Services Coordinator, working from the office, Monday -Thursday mornings. Rose Wu began April 11th in a part-time Communications Coordinator and Admin position, working remotely from Victoria. Darren Usher returned from vacation April 24; Dianne Heath took vacation days carried over from last year plus some of this year's accumulation- a total of 18 days.

Operations

- Members list sent to CASW monthly and to branch reps and other groups upon request provided use is by Board Director who has reviewed spam law info, BCASW communications policies and procedures
- Job and CPD postings- revenue – \$20,620.00 to date
- Operations account \$176,000.00
- Branch financials requested
- Staff support for Re-organization, Membership, Executive, PD committees, Personnel
- GST implemented on products and services, development of membership GST in database
- Database corrections and improvements- survey report for new applicants now available
- CASW dues calculated and paid \$15,725 (\$37.00 per non-student member)
- Annual review completed
- Staff evaluation completed
- Requested benefits package quotes for review

Promotion of the Profession

- Reporting monthly to ORL under LOBBYISTS TRANSPARENCY ACT. Provincial only, no Federal lobbying.
- Met with Deans and Directors
- Attended BCCSW AGM, conversations re RCSW exam, new code of ethics
- Gifts sent to presenters
- Met with the Coalition of Health Care Professional Associations in BC (CHCPA in BC) re concerns re HPO Act. Consultations with lawyers in process.
- Worked with consultation group on Social Services Sector Training and Education Plan (SSSTEP) (BC ASSOCIATION OF ABORIGINAL FRIENDSHIP CENTRES & THE FEDERATION OF COMMUNITY SOCIAL SERVICES OF BC)
- Met with coalition partner LEAF to clarify use of term "social worker"
- Approved two requests for use of BCASW publications

Support for Members (1435 current)

Responses July 2022- May 25 to survey for new member applicants

How did you hear about BCASW?

Responses: 404, new applicants, none have so far renewed.

- Colleagues: 119- 97 became members
- Website: 99- 78 became members
- Presentation at School of Social Work: 92- 79 became members
- Former Member: 35- all became members

- BCASW Branch or Professional Development Event: 30- 20 became members
- BC College of Social Workers (usually insurance inquiry): 16- all became members
- Newsletter/ Brochure: 10- 8 became members
- Social Media: 1- 0 are current
- Job Posting: 1- 0 are current
- CBC article: 1-1 became a member

Numbers continue to increase.

Historical Review of Membership Numbers:

1989	1244
1995	1299 BCASW and BRSW separate
1996	867
2016	1203
2018	1055 office changes, dropped part time fees, insurance accepting non-members
2020	1092 pre-pandemic, increased office presence, return of reduced fees
2021	1220 pandemic, steady increase continues
2022	1329 steady increase continues

Engaged membership- multiple activities including high open and click rates on *eBulletin*; requests for inclusion or more information; increasing office consultation phone call requests and emails; attendance at CPD events; participation in mentoring programs

- Monthly *eBulletins*- on average, over double industry averages (Industry average is 30% and a good click rate is 7-6%). Unsubscribes rare.
- Membership consultations included questions re cross jurisdictional practice, small business start-ups, third party payer inclusion, CASW resources, RCSW designation requirements, new Health Professions and Occupations Act implications. BCCSW referring practitioners for practice enquiries- it was clarified that the BCCSW does provide practice consultation.
- Members of public- resources, complaints
- Mentorship Program
Peer mentoring groups are held on Thursdays at noon, on hold for April with exception of Private Practice Group, now resuming.
 1. Individual mentoring requested and matched
 2. RCSW Advocacy Group
 - Work with the BCCSW to clarify the application process
 - Work towards increased recognition for the RCSW designation:
 - Work with industry to create RCSW positions
 3. RCSW Application Peer Support Group - Support members who are applying to the BCCSW for RCSW designation – BCCSW - new bylaws in draft, more transparency in website
 4. Members Starting a Private Practice Peer Support -good attendance 10-12 per group
Supports members in various stages of developing a private practice
Q&A sheet developed by the group is given to new members
 5. Current mentors (21) canvassed for continuing in program- new database tracks
- Advertised webinars
- *Perspectives* Spring/Summer edition
- *Perspectives* access added to members page on website. Login is BCASW200
- Scholarships awarded to members- 5 to date this year

- FASW listings
- Website updates
- Perkopolis system updates

Social Justice

- Attended webinar on female genital mutilation/cutting
- Renewed Poverty Reduction Coalition membership
- Correspondence with OASW re long-term care legislation in Ontario, comparison to BC

Priorities: Continue initiatives under strategic plan and sustain current levels of service

- Vacation
- Prepare and plan for AGM
- Report testing
- eBulletin
- Records formerly in storage reviewed, digitalized, and stored or shredded
- Legal and insurance consultation: webinar disclaimer, *Perspectives* article ownership statement and copyright, BCASW liability and insurance for online groups, statements for peer groups, collection of identity data
- Policy governance and procedures review- governance, personnel, operations to be separated; reconciled with current practices and operations; updated for EDI
- Request *Balance* image rights for use from Dylan Thomas
- Review practices and draft policies re identity information collection
- Office set-up for sustainable hybrid office options
- Continue operational review of mentorship program (Update numbers and info for mentors, plan for needs for support- resources, peer group, webinar, etc.)
- Implement GST as per CRA requirements
- New hire orientation continues

Submitted by Dianne Heath, MSW RSW

Treasurer's Report

Fiona Lewis

May 2023

The 2022 year-end statements have been finalized and, as projected, we ended the year with an operating surplus of \$67,067. As per governance policies, the board needs to decide about dispersal of the surplus. Our contingency fund/investments are at \$191,000 which meets the guideline that the fund be approximately one-half of the total budgeted (\$172,900) expenditures for any given year. Surpluses would normally go to the fund subject to other specific allocations made by the board.

The Finance Committee proposes that \$7,500 of the surplus be allocated towards the one-time cost of database changes required to begin charging GST on our products and services. We further propose that the remaining surplus be invested as per governance policies.

For the first quarter of 2023, revenues are slightly ahead of the same period last year which is a good indicator that we will meet or exceed our budgeted revenue target.

The Finance Committee proposes to increase the Member Services Coordinator's salary by an additional 5% retroactive to Jan 1st. (Additional to the 5% raise already approved as part of the 2023 budget). This would cost approximately \$1,200 and will assist in bringing this position closer to market rates for similar positions. It also promotes internal equity by providing the same % increase to both full-time staff.

The Finance Committee still needs an additional board member to join our committee, which meets about 4 times per year. Please contact Fiona if interested.

Note –

Rationale for approval for extra spending on database.

Current budget \$ 5,200.00

Current spend \$7578.00 (9,819.00 inclusive of January to June 2024 member fees)

Additional estimate \$3690 to complete database.

Total \$11,268.00

Amount in excess of this year's budget requested for approval \$7,500.

(GST total cost \$7380.00. Annual fees- members times \$3.00 \$4,491.90 June to May.)

CASW Report

The CASW Board has not met since our last BCASW Board meeting, so there is not a lot to report. The CASW Federation meeting is scheduled for June 10 and 11 in Toronto. I will be attending as will Michael and Dianne. I have not received an agenda at the time of writing this report.

The proposed Ends of the new strategic plan were circulated to Board members for review and approval. Also, the draft Code of Ethics was circulated for additional comments. The draft Code of Ethics was also sent to "experts" in the field of ethics for their feedback and suggestions. I expect that a final draft will be on the agenda of the Federation meeting in June.

The CASW revised statement on anti-racism was sent to Board members for additional feedback. After some minor changes the document was approved for presentation at the Federation meeting in June for consensus approval.

Glen Schmidt RCSW

Northern Branch Report

The Northern Branch meets on monthly basis, but our May meeting was cancelled as we have our AGM coming up on June 6. Amanda Grattan BSW MSW RSW, a social worker in School District 57, spoke about Somatic Experiencing Therapy at our last meeting in April. I expect we will approve our new Executive slate at the June AGM. We have been able to persuade the following members to take up Executive positions:

Kayla Walker – Chair and Branch Representative

Marley Whitmer – Vice-Chair

Jim Campbell – Treasurer

Glen Schmidt – Secretary

Brent Goerz – Speakers

Dawn Hemingway – Communications

I am pleased that Kayla and Marley have agreed to step up into leadership positions. Kayla and Marley served as UNBC student representatives to the BCASW Northern Branch. Both work as Child and Youth Mental Health Workers at Intersect, a Prince George-based child and youth mental health agency funded largely by MCFD.

Glen Schmidt RCSW

Kelly Guiaya, BCASW Member at Large
Membership Committee Report,
May 2023

- The Membership Committee last met on April 14, 2023. Michael has engaged with the Directors of BC Schools of Social Work about the post-secondary student membership proposal. Kelly will be engaging with School Directors over the summer about student orientation sessions in the fall 2023 semester. The next meeting is scheduled for June 23. Will be discussing committee goals and priorities as it pertains to the recruitment and retention of members.
- Attended Branch Rep. meeting on April 24, 2023. Provided update on plans to revitalize the Fraser River Branch
- Shared Perspectives Magazines and copies of the Code of Ethics at a UFV School of Social Work and Human Services resource table as part of the Chilliwack Child and Youth Committee Conversation on Chilliwack's Children, on April 28, 2023.
- Hosted a virtual Fraser River Branch meeting on May 3rd at 6:30pm. Attended by Michael C. Kelly G., Kue K. (UFV Student Rep.), and 2 other members. There were also 2 members who were unable to attend the meeting but expressed an interest in being involved with the Branch. The Social Work Student Association at UFV would like to be involved with the Branch as well. While we still do not have

anyone who has stepped forward to take the lead on being the Fraser River Branch Rep. there has been some interest expressed in getting something going in the region. This work is ongoing to engage with those in attendance at the meeting and who expressed an interest to be involved to get something up and running. We will start with baby steps and see where it goes.

Personnel Committee
Fiona Lewis
May 2023

Work on the revised HR Manual

-Angela has now joined our committee in place of Cayce. We will be meeting in June to discuss the latest draft of the manual.

-Significant work still needs to be done on the occupational health and safety sections, including harassment/bullying and working alone.

Health Advocacy Committee
Fiona Lewis
May 2023

The committee is planning a joint meeting with the Seniors Community of Practice to discuss how we might work together on advocating for improvements to long term care and on hosting a MAiD webinar.

One of our members hosted the BCASW table at the HSA conference in April. She reported that the table received quite a bit of traffic and there were some good discussions.

Committee members are working on hosting a panel discussion webinar as a follow up to our discharge into homelessness research. Once details are finalized, a proposal will be submitted to the CPD committee.

Advocacy Circle Report
May 30, 2023

The Advocacy Circle has participated in the two New/Mode campaigns: Speak Up for Housing Justice and Long Term Care Advisory Forum with ARRCBC. We have identified and addressed some systemic issues in our communication and some good options to use as we go forward.

Another body of work that is underway is the Advocacy Toolbox, a place where advocacy instruction sheets are written for use by our members. As they are completed, we will be working with Dianne to

format our webpages to make this information easy to locate. We are also preparing our first column entry for Perspectives.

We are meeting for projects as well as setting up meetings for our AC members who are particularly active in the community.

The Quilt for Survivors quilt has all the quilt strips that have been promised and the construction of the quilt and quilting will soon be underway. If you would still like to participate, please let me know as soon as possible.

Barb Keith
778-848-3553