

BCASW BOARD MEETING
January 24-25, 2020
Richmond, BC



FRIDAY 1:00-4:30 PM

Attendance - Carol Ross, Cayce Laviolette, Dianne Heath, Elizabeth Vondette, Glen Schmidt, Karla Bloomfield, Michael Crawford, Pam Miller, Phyllis Nash, Tessa Murray, & Wendy Weeks

Regrets - Debbie Irwin, Raymond Cauchi, Rae Morris, Jacqueline Judd, & Cheryl Ash

1. Recognition of Traditional Territory (Michael)
2. Welcome and Introductions (all)
3. Review of agenda M/S/C
4. Adoption of October 2019 Board minutes M/S/C
5. President's Report (Michael)
 - a) Michael reflected back on the AGM held in October 2019 noting that the CPD event was excellent. He thanked Dianne for arranging the CPD event and the AGM.
 - b) Michael reported on the MCFD advocacy work undertaken by BCASW. BCCSW, BC's accredited schools of social work, and the BCGEU. No progress has been made on our main issues of protection of title, mandatory registration with BCCSW, and scope of practice. MCFD has refused to roll back their expanded educational qualifications.
 - c) Three online consultations held in December and two in January regarding proposed revisions to the Health Professions Act. BCASW submitted a brief to the Steering Committee on Modernizing the Regulation of the Health Professions requesting that the profession of social work be regulated under a revised Health Professions Act.
 - d) BCCSW's brief to the Steering committee asked for an opportunity to meet with MCFD and Health to discuss where best to locate regulation for social workers.
 - e) Michael contacts reporters who write about social workers to inform them of the exemptions in the Social Workers Act Regulations and to encourage them to only refer to persons with social work degrees as social workers. One media interview in January with a CBC reporter.
 - f) Attended an HSA meeting of professional associations. The Nurses and Nurse Practitioners of BC have created an association of professional associations.
 - g) Chairing the ad hoc Strategic Planning Committee
 - h) Videoconference with Lorrie Cramb (Dir. Allied Health Professionals, workforce development), Dianne & Cayce discussed the role of social workers in healthcare
 - i) Attended a CASW Federation Meeting via Zoom.
6. Treasurer Report (Cayce)

- a) Finance Committee members are Cayce, Carol, and Michael. Karla is joining the committee.
- b) BCASW needs to continue with conservative budgets this year
- c) With the exception of a new website and database, there is no new spending.
- d) Karla would like a better online way for clients to locate social workers. Dianne noted that we currently use OASW's "Find a social worker" system and that CASW may create an online one which we could join.
- e) Focus in 2020 is maximizing revenue
- f) Carol suggested tracking volunteer hours as an indication of the level of unpaid work completed

7. CASW Report (Glen)

- a) Glen's CASW report is enclosed.
- b) **ACTION** - Michael will contact Fred Phelps at CASW and offer to share BCASW's positive view of the CASW during their strategic planning.

8. Executive Director's Report (Dianne)

- a) Dianne's ED report is enclosed.

9. Murphy Battista Award Update (Cheryl, Phyllis, & Pam)

- a) Members are well aware of this award and many are now applying.
- b) **MOTION** to amend BCASW Policy AW#2 CASW/BMS SCHOLARSHIP FUND under Distribution of CASW/BMS Scholarship Funds by adding 7) Members may receive funding no more frequently than once every two years. M/S/C

10. CASW Distinguished Service Nominations (Cheryl, Phyllis, & Pam)

- a) **Discussion** – Potential nominees. Decision tabled to Saturday meeting

11. Branch Updates: Branch Reps

- a) Fraser River (Deborah) - regrets
- b) Northern (Karla) - the branch has been very busy. Members are meeting with UNBC social work students soon. Members gathered to watch the livestreamed AGM. December luncheon raised funds for Olive's Branch. Students reps organized a pub event modelled on speed dating and students were able to interview social agency staff. The Northern Newsletter has been resurrected. Fort St. John member has organized a meeting of local members. The branch maintains the UNBC bursary for social work students. Members will attend a healthcare professions career day organized by a community group. Arranging a luncheon for BC Social Work Week.
- c) Northwest (Tessa) - members gathered at a social dinner in December. The branch continues to offer well-attended sessions on practice issues. Members are planning for BC Social Work Week. Members are fundraising to purchase rings for UNBC BSW grads this spring.

- d) Okanagan (Cheryl) - Tabled to Saturday meeting
- e) Richmond/Delta/Burnaby (Carol) - the branch held a social in December and typically meet monthly. Members are meeting soon to plan events for BC Social Work Week. Barb Keith is putting together a “diversity quilt” and Board members were encouraged to create a square. Members are creating a document used to teach step-by-step advocacy skills.
- f) Thompson Nicola (Jacqueline) - Michael reported that the Branch has arranged for BC Human Rights Commissioner Kasari Govender to do a public talk during BC Social Work Week. Planning for the annual celebration luncheon is underway and the branch has an excellent nominee for the 2020 Heart of the Grasslands Award. The Branch had a successful workshop on ethics in late 2019 that partly funds a \$500 annual bursary for a social work student at TRU. Members are planning a two-day workshop by Denver-based social worker Lisa Dion on *Trauma Informed Approaches to Understanding Aggression and Revolutionizing Interventions with Children and Young People*.
- g) Vancouver Island (Wendy) - the Branch had a successful social gathering in December however, the weather prevented a get together in January. Representatives will visit social work students at UVic soon to promote encourage membership. Some members are attending a Family Matters fundraiser.
- h) Vancouver Sea to Sky (Elizabeth) - the Branch has not held meetings or CPD events for a few months

12. Interest Committee Reports: Board Liaison and/or Committee Chair or Rep as invited by Board Liaison

- a) Health Advocacy Committee (Cayce) - Cayce is Board liaison and Fiona Lewis is Chair. Members of this committee will present their findings of a study on hospital discharges to homelessness at the March conference.
- b) Primary Care positions (Cayce) - Cayce chairs an ad hoc committee on primary care. The committee drafted a document describing the roles of social workers in healthcare. Doctors of BC has shared the document with BC Divisions of Family Practice and with the Ministry of Health to promote the profession in primary care networks and urgent care centres. Hopefully, Terry Brock at Doctors of BC will organize a meeting between BCASW and health authority social work practice leads to discuss social work in healthcare further.
- c) Multiculturalism & Anti-racism - no report
- d) Advocacy (Carol) - Carol and a member from Fort St. James have discussed advocacy. LEAF is looking for funds to extend their research into MCFD practices. Indigenous, and child welfare issues. Carol attends First Call meetings.
- e) Senior’s Interest (Cayce) - Chair is Alison Leaney. The group is presenting a workshop on dementia at the March workshop.

13. Adjournment

SATURDAY 9:00-3:00 PM

Attendance - Carol Ross, Cayce Laviolette, Cheryl Ash (Zoom), Dianne Heath, Elizabeth Vondette, Glen Schmidt, Karla Bloomfield, Michael Crawford, Pam Miller, Phyllis Nash, Rae Morris & Baby Spencer (Zoom), Tessa Murray, & Wendy Weeks

Regrets - Debbie Irwin, Kim Stanyer, Raymond Cauchi, & Jacqueline Judd

1. Review of agenda (Michael) M/S/C
2. Update on Okanagan Branch (Cheryl) - Fewer members have been attended breakfast meetings. The Branch will now meet every few months. BC Human Rights Commissioner Kasari Govender will speak in Kelowna during BC Social Work Week.
3. Budget (Dianne & Cayce)
 - a) A thorough discussion of the budget took place
 - b) A small surplus is projected.
 - c) Dianne was excused from the meeting. Staff salaries were discussed.
 - d) **MOTION** - That the Executive Director's salary be increase by 2% effective January 1, 2020 and that the Executive Assistant's hour rate be raised to \$22. Moved by Pam, Seconded by Cayce, Carried
 - e) **MOTION** - That the budget as amended by salary increases be approved. Moved by Cayce, Seconded by Elizabeth, Carried
 - f) **ACTION** - Dianne will ask auditors Marsh & Marsh about the benefits and risks of moving from the present accrual method of accounting to a cash method
 - g) **ACTION** - Dianne and Cayce will forward a revised budget to the Board for an online vote when final revenue and expenses are available.
4. Strategic Planning: (Pam, Dianne, Glen, & Michael)
 - a) The committee is chaired by Michael
 - b) Dianne joined the committee to assist with operational considerations
 - c) The committee will present a plan that aligns with the 2021 budget
 - d) The committee will present a three-year strategic plan at the October AGM 2020 to begin January 2021
 - e) Board members exercise - listing accomplishments/successes the Association has had that indicate if we have accomplished the goals stated in the 2017-2020 strategic plan.
 - f) **ACTION** - Michael will collate the data gathered in the exercise and distribute to Board members.
5. Professional Development Committee Report/Conference Planning (Dianne)
 - a) Conference planning is going well
 - b) Theme for the social event is "Prohibition". Tickets are \$35/pp
 - c) Dianne is looking for room hosts to introduce speakers and monitor time, etc
 - d) Cayce volunteered to serve as Emcee

- e) **ACTION** - Branches are asked to put together gift baskets for a raffle
 - f) **ACTION** - Phyllis will draft an email message to Branch Reps and Michael will send
 - g) **ACTION** - Elizabeth will apply for a gambling licence for the raffle
 - h) Private practitioners have asked Dianne for space to meet at lunch
6. Social Media Policy and Planning, membership engagement (Michael)
- a) Facebook now has 415 likes and Twitter has 110 followers
 - b) BCASW's Social Media Guidelines and Strategy policy needs editing down to just policy
 - c) **ACTION** - Michael will send the policy to Pam and Phyllis for editing and they will return the document to the Board for approval at a later date
7. CASW Distinguished Service Award (Cheryl, Phyllis, & Pam)
- a) Discussion about the nomination of a previous recipient of this award and whether or not a nomination should be made for the Glen Drover Award.
 - b) **MOTION** - to amend the following policy to allow a person to receive the award a second time. M/S/Defeated
 BCASW Policy AW#1 - Eligibility – The nominee must be a member of BCASW in good standing and preferably a registered social worker thus conforming to the legal definition of social work in British Columbia. They must not be a previous CASW award recipient.
 - c) **MOTION** - That BCASW nominate Mary Leslie for the 2020 Distinguished Service Award. M/S/C
 - d) **ACTION** - Carol & Barb Keith will forward a written nomination to Dianne and Dianne will forward recipient name, picture, and info paragraph to CASW.
8. Further Discussion of advocacy initiatives with Minister of Health (Michael & Cayce)
- a) BCASW has requested a meeting with Health Minister Adrian Dix to discuss increasing the numbers of social workers in primary health care networks, urgent care centres, assisted living, and residential care.
 - b) Cayce is leading a workshop on social workers in rural primary care at our March conference.
9. Advocacy with MCFD (Michael)
- a) MCFD Executive Committee is currently considering our request that they discuss with us and other stakeholders, legislative and regulatory changes including protection of title, mandatory registration with BCCSW, and legislated scope of practice. We should hear in a week or two.
 - b) Our next meeting with MCFD will likely be held in mid-February
 - c) Our discussions to date have not produced results and MCFD has refused to roll back their expanded educational qualifications for child protection staff.
 - d) A review of our efforts regarding legislation and regulation over nearly 60 years shows a lack of willingness on MCFD's part to work cooperatively with us.

- e) Responses to our online consultations with members have overwhelmingly been in favour of moving social work regulation to a revised Health Professions Act.
- f) Our brief to the Steering Committee on Regulating Health Professions requested that social work regulation be brought under a revised Health Professions Act.
- g) **ACTION** - Michael, Pam, Carol, & Phyllis will draft a plan to move forward that will include possible liaison with a BC Green MLA, creating a letter writing guide for our members, speaking points for members meeting with MLAs (why protect title, what do social workers do, what is the BCASW, why mandatory regulation, why do we want HP Act to regulate the profession). The plan will be brought back to the Board as quickly as possible.

10. Discussion about membership, recruitment & retention, and branches (All)

- a) Membership - our main revenue source. Needs attention this year as we need to focus on revenue generation
- b) Recruitment - need to increase our outreach efforts to all schools of social work and also to major employers
- c) Retention - need to remind members about the benefits and communicate directly with members more often
- d) Branches - do we need a virtual branch to pull together members in remote and rural areas? Do we need to provide more support to branches, especially those who are less active?
- e) **ACTION** - Karla will send Michael Northern's branch executive role descriptions
- f) **ACTION** - Michael will arrange a Zoom meeting with Branch Reps to discuss BC Social Work Week plans and review the Associations goals. Conversation starter - Branches are regional expressions of the Association and therefore have shared responsibility to work to achieve the Associations four main goals - promote the profession, service to members, advocate for social justice, and strengthen the Association.

11. Board voice update (Phyllis)

- a) Phyllis attended a Board Voice conference
- b) The conference was attended by several MLAs
- c) Phyllis would like to see the BCASW maintain our relationship with Board Voice.
- d) **ACTION** - Michael will contact Board Voice ED Jodie Patterson to discuss our Association's relationship with them.

12. Next meeting:

- a) 6pm-8pm, Thursday, March 12, 2020 (Zoom & in person at BCASW conference)
- b) Regrets to be sent to Dianne

13. Adjournment

CASW Board Report
January 2020

The CASW Board is comprised of eight provincial representatives Newfoundland, PEI, Nova Scotia, New Brunswick, Manitoba, Saskatchewan, Alberta, British Columbia, and one representative from the Northern Territories. Ontario and Quebec are not part of the organization. The Board meets four or five times a year. There is one face to face board meeting in Ottawa in the fall and two or three Zoom meetings through the year. The Board also meets with the Federation, which is comprised of all board members, association presidents, and executive directors of the provincial associations. There is one face to face meeting of the Federation and one or two Zoom meetings.

I had several teleconferences with the CASW ED, Fred Phelps. These were primarily for orientation to the organization. There was a face to face Board meeting in Ottawa October 19 and 20. This was just before the federal election (October 27) and part of the meeting was devoted to discussing priorities in relation to the various government possibilities. Fred Phelps (ED) and Sally Guy are well connected to politicians from various parties and meet with politicians from all parties to advocate for social work and progressive social policies. The October 19 and 20 meeting included discussion and approval of the apology to Indigenous people that was drafted by CASW. This policy was approved, and Maxine Salopree, the Alberta representative, suggested that CASW hold a blanket ceremony in conjunction with the IASW Conference and Federation meetings in Calgary in July. This was approved. Details are to be worked out but this will happen July 18. The meeting also reviewed the current strategic plan and Fred Phelps (ED) sought ideas as he is responsible for developing a new strategic plan. I brought forward the concerns of MARC regarding Bill 21 in Quebec. I'm not altogether clear about the reasoning but the CASW has decided not to address this for the time being. I think part of the rationale has to do with previous resolutions relating to the CASW position vis a vis Quebec. The finances of the organization were reviewed. The organization is in good health financially. There was also some brief discussion about the on-line publication that will replace Canadian Social Work. The next CASW Board meeting will be a ZOOM meeting scheduled for March 9. The primary agenda item will be discussion and approval of the 2020-2021 CASW budget.

There was a Federation meeting held on January 14 by way of ZOOM. This was primarily an update from provincial presidents and EDs and from Fred Phelps, the national ED. The various representatives discussed successes and challenges in their respective jurisdictions. The next Federation meeting will be face to face in Calgary July 19 and 20, 2020.

Respectfully
Glen Schmidt RCSW

Executive Director's Report January 24, 2020

In review, since our last meeting:

**Operations: All services continue, new members and renewals processed
Darren Usher began in the role of member services coordinator, 21 hours/week as of
November 5, 2019- still two days short of former staffing levels**

- Quickbooks invoice system for renewals continues with good results however the financials are inflated until reconciled due to increased accounts receivable
- 2020 budget drafted- surplus for 2019

- Marsh and Marsh review (day-long) scheduled for March 6th- all year end entries and reconciliations up to Jan 31/20 must be in Quickbooks by Feb 24/20
- BMS audit: Initially before we found out that the new database was not functional, we found that the new database shows a member number before taking payment and letting us know to activate the membership. Even though they were not paid up members, they would have had a number to use to fill out the form for BMS insurance. I requested a list of those buying BMS insurance in 2019 to check on this- 230 under BCASW had not used a valid membership number- mostly College. 51 were not members. This loss of member dues revenue is potentially 50 times \$300.00. The insurance will not be valid for those who do not become members. The following letter will be sent out by BMS following a discussion with the CASW ED.

Dear Policyholder,

*Our records indicate that you have purchased insurance in the CASW Insurance Program based on your memberships with the **British Columbia Association of Social Workers (BCASW)** however, it has been brought to our attention that you have not yet renewed your membership with **BCASW**.*

Access to the CASW Insurance Program is a member benefit and you must maintain your membership with a designated provincial or territorial social worker association or be an affiliate member of CASW to remain eligible for coverage. If you identified yourself as a member of BCASW in error, and are instead a member of another designated social worker association or an affiliate member of CASW, please provide BMS with proof of membership to ensure continued liability insurance protection.

If you are not a member of another eligible association, we kindly ask that you renew your BCASW membership immediately to ensure continued liability insurance protection. Should you not renew your association membership your policy will be voided, as you are not eligible for the insurance coverage as outlined in the policy wording.

To renew membership with BCASW, please visit (website) or call (phone).

*Please contact BMS by phone at **1-844-583-7747** or by email at casw.insurance@bmsgroup.com to provide proof that your association membership has been renewed and to ensure that your CASW insurance policy remains in effect.*

Thank you for your continued participation in the CASW Insurance Program.

- Auto and installment payees now eliminated with all members on new fee structure with integration of new fee structures. Subsequent reduction in credit card fees, future reduction of administrative time, member uncertainty, record clarity.
- ARS other than dues nil
- Database new members' form not working, review of plans for alternate platform and integration with website. About 40 new accounts unpaid- we do contact all, perhaps about half had trouble using website to pay. Proposal: One-time fee \$8,100 then three-year license at \$5,500 or 5 year \$3,300 (based on member numbers) includes event registration and voting online feature.
- New website cost \$7000, (integrated database) \$99.00 hosting fees. (We currently pay \$135.00/month now plus service costs at \$110.00/hr.) Work has begun, theme chosen, the office was unable to edit out pdfs in office requiring restoration of website, branch pages unrecovered. Our current tech co is quarantining this old material so it can be deleted. 30% paid in 2019.
- CASW payments for 2019 completed- see budget
- New, re-activated, and lapsed members list sent regularly to CASW for national benefits eligibility
- Branch Rep teleconferences, executive meetings, professional development committee meetings

- Conference online registration running, early bird over (upgrade made some January 15 payments incorrect, now in process of refunds), printed copies with *Perspectives*, currently registered 80, 33 speakers plus
- 2020 *Perspectives* subscription price raised to \$50.00 annually
- AGM- annual report, filing to BC Registry complete
- Orientation for new Board members in November

Promotion of the Profession: BCASW at coalition tables, active nationally

- CASW call for Distinguished Service Award sent out and now over. No nominations received.
- Information including Seniors Committee brief, primary care info sheet sent to Lorrie Cramb, Director, Allied Health Workforce Development
- BCASW Submission to the Ministry of Health on Professional Regulation Changes
- Diversity Quilt and theme
- All Associations meeting: hosted by Nursing Association- all health associations group, organizing for a voice much like the regulators. Insurance is an issue for nurses now as finding they may not covered under employer. Awareness that insurance sales help associations survive. 15 percent of nurses belong to their professional association. Perhaps 12-13 percent of social workers.
- Posters-two to review for BC, one downloadable national, postcards, thank you cards designed
- Social Work Week in BC declared- some negotiation with MCFD required

Advocacy for Social Justice:

- Support for committees provided- teleconferences, work on briefs, surveys
- Carol Ross attended events on behalf of BCASW with coalitions First Call and Poverty Reduction.
- Enquiries from members of public re: private practice, child protection, resources

Support for Members (January 2020-978)

- Latest Ebulletin opened at rate 61%, most frequently by desktop with a 14% click rate. (Industry average is 30% and a good click rate is 7-6%).
- *Perspectives* Winter 2020 mailed out
- Membership consultations included ethics, insurance enquiries, small business start-ups, third party payer inclusion, supervision, CPD, succession planning
- Opportunity Ads sent out, posted on website
- FASW: active listings 38
- Mentorship matches – 22 requests 2019, 1 in 2020, no matches pending
- CASW/BMS awards: 8 awards granted in 2019, three pending, funds remaining in MB \$3,465.00
- Travel insurance add-in of stand-alone trip cancellation and interruption insurance for those that already have medical insurance
- Trip Merchant as a member benefit

Priorities to next meeting: Continue initiatives under strategic operational plan and continue current levels of service

- *Perspectives*, *Ebulletin* communications
- Conference: Exhibitors (7), sponsors (1), presenter (33) instructions sent out, parking arranged, gifts and payments (\$3893.75 plus Elder gift) organized, thank you cards written, conference bag material organized, volunteers coordinated, social planned, evaluation survey set up, MC chosen, Elder to be invited, BCGEU and HSA contacted for sponsorship,
- New website activation

- Database plan and implementation
- July national meetings
- Mentorship matches, FASW roster
- Highlight and advertise member services that are incentives to join (cpd, mentorship, fasw, insurance)
- Records in storage audited
- Consultations with Ministries

Submitted by Dianne Heath, MSW RSW