

49TH ANNUAL GENERAL MEETING

September 27, 2018

Executive Royal Hotel

Regina, Saskatchewan

4:00 PM

Saskatchewan Association of
Recreation Professionals

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Saskatchewan Association of
**RECREATION
PROFESSIONALS**

2018 Annual Report



Financial Assistance
Provided by:



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49th Annual General Meeting Agenda



49th Annual General Meeting – Agenda

September 27, 2018
Executive Royal Hotel
Regina, Saskatchewan
4:00 p.m.

-
1. Greetings from the Honorable Gene Makowsky, Minister of Parks, Culture & Sport
 2. Call to Order and Welcome
 3. Adoption of the 2018 Annual General Meeting Agenda
 4. Approval of the 2017 Annual General Meeting Minutes
 5. Message from the Chair – Shelley Thoen-Chaykoski
 6. Message from the Executive Director – TJ Biemans
 7. Reports
 - a. John Austin Foundation (JAF) Committee Report
 - b. Education Institution Reports from S.A.R.P. Reps (*Found in Annual Report for Members to browse*)
 8. Review and approval of the 2017/2018 Audited Financial Statements
 9. Approval of the 2018/2019 Auditor (Priority Accounting Services CPA Prof. Corp.)
 10. Resolutions
 - a. Constitutional Amendments
 11. Election of Directors
 12. Outgoing Directors
 13. New Business
 - a. 50th Anniversary Next Year – Shelby Rushton
 14. Adjournment

48th Annual General Meeting Minutes



Saskatchewan Association of
**RECREATION
PROFESSIONALS**

ANNUAL GENERAL MEETING MINUTES

September 22, 2017

Hilton Garden Inn, Saskatoon

3:00 p.m.

In Attendance:

Professional Members:	Francis Cashin, Crystal Clarke, Brenda Johnson, Shelby Rushton, Shelley Thoen-Chaykoski, Joaleen Unger, Anne Weisgerber, Kerry Bailey, Norm Campbell, Michelle Hewison, Nancy Johnson, Clint McConnell, Roxane Melnyk, Karla Nogue, Anne Robins, Lisa Thibodeau, Kimberly Willison
Honorary Life Members:	Linda Martin, Rob Boulding, Murray Hidlebaugh, Judy MacLeod-Campbell
Affiliate Members:	Bethany Dick, Graeme Donn, Chris Keleher, Lindsay Nordmarken
Student Members:	Eryka Chamberlain, Kendall Ehrmantraut, Lisa Hildebrandt, Jaclyn Paik
Non-Members:	Twyla McDougall, Hailey Beckett, Josh Davidson, Hanna Nodwell, Bryan Fedorowich
Staff:	Nicole Walchuk, Stacey Dedelley
Regrets:	Vickie Clarke, Lyle Campbell

MOTION	ITEM/DISCUSSION
	Board Chairperson Vickie Clarke was unable to attend the meeting so asked Board Member Shelby Rushton to chair the Annual General Meeting on her behalf.
	1. Greetings from Twyla McDougall, Deputy Minister – Ministry of Parks, Culture and Sport
	2. Call to Order and Welcome Shelby Rushton called the meeting to order at 3:18 p.m.
2017/2018-03	3. Adoption of the 2017 Annual General Meeting Agenda ANNE WEISGERBER/NORM CAMPBELL To adopt the 2017 Annual General Meeting Agenda as presented. Discussion: None Carried

2017/2018-04	<p>4. Approval of the 2016 Annual General Meeting Minutes JUDY MACLEOD-CAMPBELL/ANNE ROBINS To accept the 2016 Annual General Meeting Minutes as presented. Discussion: None Carried</p>
2017/2018-05	<p>5. Message from the Chair – Vickie Clarke Shelby Rushton presented Vickie Clarke’s message as found on Page 13 of the Annual Report. SHELLEY THOEN-CHAYKOSKI/BRENDA JOHNSON To accept the Message from the Chair as presented. Discussion: None Carried</p>
	<p>6. Message from the Executive Director – Nicole Walchuk Nicole Walchuk presented her message as found on Page 14 of the Annual Report.</p>
	<p>7. Message from the Past Executive Director – Jasmine Jackman The Message from the Past Executive Director can be found on Page 15 of the Annual Report.</p>
	<p>8. Reports</p>
	<p>a. John Austin Foundation (JAF) Committee Report Shelley Thoen-Chaykoski presented Lyle Campbell’s report as found on Page 16 of the Annual Report.</p>
	<p>b. Education Institution Reports The Saskatchewan Polytechnic Recreation & Community Development Program Report can be found on Page 17 of the Annual Report and the Saskatchewan Polytechnic Therapeutic Recreation Program Report can be found on Page 19 of the Annual Report.</p> <p>Discussion: S.A.R.P. needs to be more involved with the Education Institutes and with the Ministries (Education, Government Relations, Health and Parks, Culture & Sport). S.A.R.P. would like to acknowledge and congratulate the Recreation & Community Development Program on going to every year intake.</p> <p>There were no reports available this year from the University of Saskatchewan Senate or the University of Regina Senate. Lisa Thibodeau has now completed her term on the University of Saskatchewan Senate and Jasmine Jackman will no longer be attending the University of Regina Senate, so both will need to be replaced.</p>
	<p>c. The Canadian Therapeutic Recreation Association Update and the Canadian Parks and Recreation Association Update were included on page 21 of the Annual Report.</p>

2017/2018-06	CLINT MCCONNELL/JOALEEN UNGER To accept all Reports as presented. Discussion: None Carried
2017/2018-07	<p>9. Review and Approval of the 2016/2017 Audited Financial Statements The 2016/2017 Audited Financial Statements were included on Page 22 of the Annual Report.</p> <p>Discussion: The \$21,000.00 accessed from JAF was part of the \$80,000.00 approved for the Executive Administrative Assistant position; On Page 3 of the Audited Financial Statements, the Total Expenditures under “John Austin Foundation 2016” should read 429, not 7,002; There needs to be a plan going forward to sustain both staff positions without using the JAF.</p> FRANCIS CASHIN/LINDA MARTIN To accept the 2016/2017 Audited Financial Statements with the error on Page 3 corrected. Discussion: None Carried
2017/2018-08	<p>10. Approval of the 2017/2018 Auditor (Priority Accounting Services CPA Prof. Corp.)</p> FRANCIS CASHIN/CRYSTAL CLARKE To appoint Priority Accounting Services CPA Prof. Corp. as the 2017/2018 Auditor. Discussion: None Carried
2017/2018-09	<p>Discussion: S.A.R.P. Membership Fees – Association should advocate to employers to pay; research other Association costs.</p> JUDY MACLEOD-CAMPBELL/FRANCIS CASHIN Board of Directors to review and submit a report on Membership Fees at the next AGM. Discussion: None Carried
	<p>11. Election of Directors The Call went out for three (3) 3-year term vacancies on the Board of Directors. One Nomination was received by the Nominations deadline of August 22, 2017: Vickie Clarke is acclaimed to the Board of Directors for a 3-year term.</p> <p>1st Call for Nominations from the Floor: None.</p> <p>2nd Call for Nominations from the Floor: None.</p>

2017/2018-10	3 rd Call for Nominations from the Floor: None. Nominations Closed. JOALEEN UNGER/ANNE WEISGERBER To accept the names as presented to be acclaimed to the Board of Directors. Discussion: None Carried
	12. New Business There is no new business.
2107/2018-11	13. Adjournment ANNE WEISGERBER To adjourn the 2017 Annual General Meeting at 4:24 p.m. Discussion: None Carried

Chairperson Signature

Recording Secretary Signature

S.A.R.P. Strategic Plan

Our Mission

The Saskatchewan Association of Recreation Professionals is a member driven organization committed to supporting and being the voice of professionals working in the field of recreation.

Our Vision

Society recognizes and values educated professionals in the field of recreation.

Our Values

- Trained professional leadership
- A standard of education with established core competencies for recreation professionals
- Lifelong learning
- Respect and inclusion of all members
- A professional Code of Ethics
- Integrity, honesty and transparency in all of our actions
- A common, united voice for members through advocacy initiatives
- Subscribe to the National Framework for Recreation in Canada 2015
- Recreation and Leisure and the benefits it provides to all members of a community

Our Strategic Outcomes & Supporting Goals

Strategic Outcome #1

Increased engagement of members and professionals in the recreation field.

Supporting Goals:

- Engage member and non-member recreation professionals, via in-person and online consultations, in a review of the draft Strategic Plan; use that feedback to revise/finalize the plan and communicate results.
- Increase membership.
- Increase attendance at S.A.R.P. events/programs.
- Review and revise the Constitution.

Strategic Outcome #2

Increased awareness, internally and externally, of the value and role of professionals in the recreation field, and the value and role of S.A.R.P.

Supporting Goals:

- Develop a Communication Plan and enhance our communication tools.
- Update the Standards of Practice and communicate to industry.
- Update documents that support recreation professionals.

Strategic Outcome #3

Revitalized partnerships/relationships with other groups/organizations.

Supporting Goals:

- Develop a partnership strategy by year end; use that strategy on an ongoing basis to build relationships.

2017-2018 Board of Directors

Chairperson – Shelley Thoen-Chaykoski

Vice-Chairperson – Shelby Rushton

Secretary – Brenda Johnson

Financial/Audit Chair – Francis Cashin

Nominations Chair – Vickie Clarke

Governance Chair – Crystal Clarke

Director at Large – Linda Martin



(Board of Directors. Missing in photo Vickie Clarke)

Board of Regents

The Board of Regents is a group of long-time members of the organization who have a wealth of experience that can be used to benefit the organization. The Board of Regents receives its authority from the Board of Directors to determine membership status and to act as a sounding board for strategic advice.

- Lyle Campbell
- Rob Boulding
- Anne Robins

John Austin Foundation Committee

The John Austin Foundation Committee exists to manage the moneys invested on the Association's behalf in the John Austin Foundation Fund. Its' responsibility is to assure the financial stability upon which the Saskatchewan Association of Recreation Professionals may operate and grow and the Committee handles investments related to the Fund account.

- **Chairperson** – Lyle Campbell
- Judy MacLeod-Campbell
- Keith Comstock
- Shelley Thoen-Chaykoski
- Shelby Rushton
- Francis Cashin

Education Adjudication Task Force

The Education Adjudication Task Force assists the Executive Director in reviewing and adjudicating all Education Assistance and Professional Development Grant applications.

- **Chairperson** – Lisa Thibodeau
- Crystal Clarke
- Chris Keleher (recently resigned)

S.A.R.P. Appointed Representatives

University of Regina Senate

Vickie Clarke

University of Saskatchewan Senate

Bethany Dick

Saskatchewan Polytechnic

Recreation & Community Development Program Advisory Committee

Shelley Thoen-Chaykoski/
Nicole Walchuk

Saskatchewan Polytechnic

Therapeutic Recreation Program Advisory Committee

Meghan Ritchie

Honorary Life Members

Honorary Life Membership is awarded, at the discretion of the Board of Directors, to long-standing members who have made an outstanding contribution to the Association and the profession.

- Roy Ellis (1979) (deceased, November 1998)
- Dr. J. B. Kirkpatrick (1980) (deceased, November 1998)
- W. Glenn Tuck (1983) (deceased, May 1998)
- John Austin (1984)
- W. R. Green (1987)
- Janet Schultz (1995)
- Don MacAulay (1995)
- Shelleen Vanderney (1999)
- Murray Hidlebaugh (2002)
- Judy MacLeod-Campbell (2007)
- Linda Martin (2008)
- Janet Barnes (2014)
- Rob Boulding (2017)

Membership Statistics

Year	2010	2011	2012	2013	2014	2015	2016	2017	2018
Membership #'s	178	171	196	174	185	176	162	201	188

*Membership numbers as of August 31, 2018

Chairperson Report

It has been my distinct privilege to have been afforded the opportunity to lead your Board of Directors during 2017-18. The dedication, experience, level of expertise, and leadership on the association's board of directors is second to none, as they strive to fulfill S.A.R.P.'s vision and, mission through the established strategic direction. This committed leadership, combined with sound management and operations support, provided from the association's staff, is showing desired results in a renewed relevance for S.A.R.P.

Deserving special mention from 2017-18 are:

- This past year has seen the culmination of three years of membership engagement and input on the association's constitutional reform. Countless hours of thought and discussion have gone into the proposed bylaws that are being tabled at this year's AGM. We have experienced differences of opinions and philosophies during this process, but what has not waived is that we all still recognize the basic beliefs and value in the organization. Thanks to our membership for your input and time in this process, which I believe to be a "fluid process"; one that is never really static; as our environmental factors change so must our association.
- I am very proud to say that S.A.R.P. has stepped up our advocacy role in a big way this past year on behalf of our membership and the field of recreation. Identifying issues that affect us in the daily work we do, as well as broader issues in the field. A voice for recreation professionals in Saskatchewan, we have made major strides towards being this voice but there is much work to be done, more issues to be identified, and advocacy efforts to be organized. These efforts add greatly to the relevance as a stakeholder in the field of recreation in Saskatchewan.
- Valuing and subscribing to The Framework for Recreation in Canada also points to the fact that the work of our association aligns in various goal areas (Supportive Environments, Recreation Capacity, Inclusion for example) with what is guiding us in the field across Canada.
- We are Recreation Professionals and proud of it. S.A.R.P. was a partner in the inaugural week-long RECREATION PROFESSIONALS WEEK designated in our province this past June. A great start to educating society that there are trained, educated individuals behind the services in our institutions and communities. I am very excited that this designation is the start of much needed recognition for professionals in our field.

Finally, I am very proud that your S.A.R.P. board, along with you as members, are embarking on a journey of learning with regard to indigenous recognition, respect and reconciliation. We are embracing diversity and inclusion, not as a separate aspect, but simply as the way we go about our daily lives and business of the association. Recognizing the various Treaty Territories and Homelands of the Metis in Saskatchewan is the start, we now eagerly look to learn the truth as we reconcile.

I will continue to challenge all members to ask yourselves, "How can I personally contribute in a meaningful way to our field and our association?" The true legacy each of us shall leave behind, shall include what, and how, we were able to "give"; professionally and personally. Please think about this- as colleagues we need to give to each other to help us all be the best we can be!

Thank you for the privilege of being your S.A.R.P. Chairperson during what I would describe as a time of transition and growth.

Respectfully submitted,

Shelley Thoen-Chaykoski,
S.A.R.P. Chairperson

Executive Director's Message

My first year as Executive Director was a challenging yet rewarding experience! I started out working closely with Vickie Clarke, the previous Chair preparing for last year's AGM, and then shortly after Shelley was elected as Chair and I got to work closely with her as we carried on with Advocacy and other projects and initiatives. We moved our office across the City into a Recreation Facility, which was a better fit for us and fit our organizational values by supporting a recreation facility.

We worked towards expanding our corporate sponsorship opportunities, creating new revenue streams and added perks to our membership benefits card. Staff have worked hard to prepare and will continue to build on this next year.

We collaborated with SPRA and the Provincial Government to get the first ever Recreation Professionals Week in Saskatchewan proclaimed, during June is Recreation and Parks Month. We had a social media campaign to highlight and celebrate Recreation Professionals in the province and offered a free professional development webinar. We hope to build on this initiative, making it an annual proclamation to help raise awareness of the profession and Professionals in the province.

We received the Canada Summer Student grant to hire Miranda Bolan as our Summer Student and help educate her in our field, as well as advancing some projects in the office. We started using MailChimp to increase our ability to effectively reach our membership with our monthly E-newsletters. We increased our social media presence and better utilized our website.

We received a grant from SPRA to offer a Professional Development opportunity for our members, I hope you enjoy our exciting Speaker Series line up prior to this year's AGM.

We took a stance on issues in our industry and helped advocate for Recreation as a priority for candidates running in the Provincial election, advocated against the Recreation service cuts at Saskatchewan Polytechnic, and questioned changing Therapeutic Recreation job qualifications in the province.

We had some challenges this year as well. We had to fill our Executive Administrative Assistant position and brought Joanne Fikowski onto our team. I believe we filled it with a well qualified candidate that will help progress the organization with her experience and work ethic. The other position that needed to be filled this year was my Executive Director position. TJ Biemans has a lot of knowledge and experience in the industry and will be an exceptional interim replacement for me while I am on the adventure of starting a family. I am excited for some of his new ideas to be rolled out.

I look forward to moving to a new 5-year Strategic Plan where we can shift our focus, become more relevant and progressive in today's world. As the 50th Anniversary of the Association is a year away it's a great time to reflect and celebrate the achievements of this Association and determine where we want to head into the future!

I have appreciated the engagement of our members. We have an amazing group of Professionals that make up our Association!

I look forward to returning to serve you as the Executive Director following my Maternity Leave.

Respectfully submitted,

Nicole Walchuk,
Executive Director

Interim Executive Director's Message

Welcome to the 49th Annual General Meeting. I am TJ Biemans, your Interim Executive Director. I have been onboard since August 20th, 2018 and looking forward to leading your organization during Nicole's maternity leave.

For those who do not know me, I am the father of two wild boys (Henry and William) and husband to a very patient wife (Merry). I am a graduate of SIAST Recreation and Leisure Management and the University of Regina Kinesiology and Health Studies programs. I obtained my Professional Director certification from Brown Governance. I'm an avid fish story teller, enthusiast of policy governance and most importantly, taking life as it comes.

I've had the privilege of being a small town recreation director, manager for a national non-profit, health promotion educator with the Population Health Unit in Northern Saskatchewan and owning multiple companies. It's been an adventure that I continue to enjoy.

I look forward to building on the momentum of this great organization and most of all engaging with you, the membership. I intend on reaching out to all members personally over the next few months. If you choose to screen my calls, emails or avoid me at events I won't be offended. If you're eager to let me know what's on your mind please do not hesitate to reach out first.

Respectfully submitted,

TJ Biemans,
Interim Executive Director

John Austin Foundation Committee Report

The JAF exists to make investments and manage those investments on behalf of the S.A.R.P. The purpose of the fund is to ensure the financial security of S.A.R.P. and generate funds to be utilized for the ongoing operations and advancement of the recreation profession within Saskatchewan.

Once again low interest rates have dominated the financial markets this past year, and this has limited the ability of the JAF to maintain and grow our investment portfolio. The committee has made recommendations to the Executive Director and the S.A.R.P. Board of directors to explore a variety of conservative low risk investing options in order to maximize the JAF fund, while ensuring that the operating budget is provided with sufficient funds to cover ongoing expenses. This \$200,000 investment has underperformed previous historical returns but has outperformed traditional investments with a return of 2.12%. They are still completely liquid with one day's notice

For the 2017-2018 Fiscal Year, \$29,158.00 of the \$80,000.00 approved for the Executive Administrative Assistant position had to be transferred to our Operating Account, leaving \$21,480.60 available in the cashable account. Non-cashable GIC's have a current value of \$133,930. We have stuck to shorter term GIC's as we are still in a rising interest rate environment and expect to reinvest at higher rates.

The committee continues to work with both the staff and the Board to determine our best investment options and maximize our financial returns. This has been a challenge, but we continue to move forward. At the time of this report we are realizing small but steady returns on these investments and we hope that this will continue to increase.

It has been my pleasure to have served as Chairperson for the John Austin Foundation this past year. It has certainly been a learning experience and I would like to thank all of those involved in the JAF this past year. This includes Judy MacLeod-Campbell and Keith Comstock who have volunteered their time on the JAF, Board appointed members Shelby Rushton, Shelley Thoen-Chaykoski and Francis Cashin and S.A.R.P. staff Nicole Walchuk and Stacey Dedelley. Your dedication, involvement and support has been greatly appreciated.

Respectfully submitted,

Lyle Campbell,
JAF Chairperson

Saskatchewan Polytechnic Recreation & Community Development Program Report

The annual Program Advisory Committee meeting took place May 15, 2018.

In 2018 the Programs intake was 20 students with their cap being 25, international students were an additional ten over and above their cap. In the last intake they had 22 students with four indigenous students and three international students. By April, they had 15 students.

They had a brokered program in Tisdale this past year. They started out with eight students and finished with four who have gone to Saskatoon for second year. Staff reported this program is more involved than most students thought, and they lost students due to academic integrity and academic preparedness.

Starting in Fall 2018 they are back to every year intake again for students in Saskatoon, which is great news!

Committee members agreed that the marketing strategies of the Program need to be focused on the management side of the program opposed to highlighting recreation activities for example canoeing, downhill skiing, hiking, etc. so potential students understand that once they enter the field working they have a realistic expectation of what their job will look like. Majority of jobs are behind desks where the behind the scenes work happens in the Recreation Industry. Most grads won't find themselves in a canoe on the water or on a ski hill.

The Recreation Service cuts at Saskatchewan Polytechnic greatly affected the Program. This continues to be a challenge starting the new school year. The cuts have both dampened the students' enthusiasm as well as made it difficult for the program to access equipment used in the past for camp and in classes.

Student enrollment was low approaching this school year. Staff continue to strive to increase these numbers and attract more students to the program. The Program's vision is to be the first choice Recreation and Community Development Diploma Program in Western Canada.

S.A.R.P. looks for opportunities to collaborate with the students moving forward to help bridge the transition from the classroom to the industry.

Respectfully submitted,

Nicole Walchuk,
S.A.R.P. representative on the Committee

Saskatchewan Polytechnic Therapeutic Recreation Program Report

Program Advisory Committee Meeting November 14, 2017

Saskatchewan Polytechnic Therapeutic Recreation Program reported the program has a seat capacity of 27 and 27 were admitted to the program. There were 157 applications to the program. Of the 27 students enrolled 26% were indigenous. The eight graduates from the 2016-17 continuing education program had one graduating member identify as indigenous. Goal of the TR program's 2016-17 plan for indigenization involved reviewing material and exams to ensure they did not contain Eurocentric bias and this was completed. The program continues to support and encourage cultural activities.

The Therapeutic Recreation program has made the following changes (effective July 1, 2017):

- The passing grade for all courses is 50% a change from 60%
- A minimum grade point average of 60% is required for progression to each semester
- There will no longer be supplemental exams offered

Addition changes to be implemented in September 2021 include:

- Term length will be standardized to 16 weeks, three terms per year
- Standard credit unit calculation to 15 hrs per credit unit
- Common start and end dates for each term
- Student class load of 25hrs per week

The program has worked on six pilot projects in the Greater Saskatoon Catholic School Division and the Saskatoon Public School Division. Membership discussed the importance of increasing physical literacy and is seeing increase in lack of play. It was also noted increased extreme behaviours, anxiety and difficulty in engaging youth. The importance of these types of pilot projects was noted.

Membership discussed profession and workplace trends they are experiencing. Some common trends are:

- Decrease in rehab age, change in program options and increase in connection with community
- Mental health services are seeing increase in number of youth, higher acute needs, more new to Canada families being seen, desire for programming to reflect high needs in classroom settings
- Long Term Care see increase in palliative care, younger admissions without family, increase in inability to fill positions and then losing these positions in rural areas and changing of programming to reflect higher needs of residents

Respectfully submitted,

Meghan Ritchie –Professional Member

University of Saskatchewan Senate Report

The University of Saskatchewan Senate held their most recent bi-annual meeting on Saturday, April 21st, 2018 on the U of S Campus. A panel discussion took place around careers & employment and experiential learning that was both engaging and informative. The Senate discussed the role that the University plays in providing students with the tools and experience to enter the workforce prior to completing their degree in terms of practicums, volunteer opportunities, and career guidance. The discussion was positive, and many Senate members believed that increasing experiential learning and practicum opportunities would be valuable to students. As a graduate of the University of Saskatchewan's College of Kinesiology, I believe that this would be a good opportunity for S.A.R.P. to reach out to the College of Kinesiology and initiate discussion around providing students with experiential learning and volunteer opportunities in the recreation field.

Additionally, the preliminary Campus Master Plan was presented to the Senate. This plan includes active transportation, open spaces, natural features, and new buildings (including Merlis Belsher Place and the tentative School of Architecture). This is a great opportunity for S.A.R.P. to be involved with the University of Saskatchewan as they look towards developing a better and healthier future for all who utilize the beautiful university campus.

The next Senate meeting will be held on Saturday, October 20th, 2018.

Respectfully submitted,

Bethany Dick,
S.A.R.P. representative for the University of Saskatchewan Senate

University of Regina Senate Report

Unfortunately, no report received.

**Saskatchewan Association of
Recreation Professionals Inc.**

Audited Financial Statements

For the Year Ended June 30, 2018

**Saskatchewan Association of Recreation
Professionals Inc.**
For the Year Ended June 30, 2018

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Priority Accounting Services CPA Prof. Corp.

2144 Cornwall St
Regina, SK, S4P 2K7
Tel: 306-565-2777
Fax: 306-565-2633

Independent Auditors' Report

To the Members of Saskatchewan Association of Recreation Professionals Inc.

We have audited the accompanying financial statements of Saskatchewan Association of Recreation Professionals Inc., which comprise the statement of financial position as at June 30, 2018 and the Statements of operations, changes in net assets and cash flows 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.

Auditors' 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 auditors' 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 Saskatchewan Association of Recreation Professionals Inc. as at June 30, 2018 and its financial performance and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Priority Accountants CPA

Priority Accounting Services CPA Prof. Corp.
Chartered Professional Accountants

Regina, SK
August 29, 2018

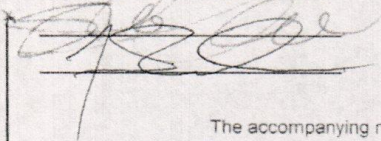
Saskatchewan Association of Recreation Professionals Inc.

Statement of Financial Position

As At June 30, 2018

	Note	2018	2017
Assets			
Current Assets			
Cash		\$ (487)	\$ 76,610
Short term investments	5	388,111	333,332
Grant receivable		7,220	6,720
Other receivables	4	2,944	1,593
Prepaid expenses		542	447
Total Current Assets		398,330	418,702
Property, plant and equipment, net of accumulated amortization	6	941	1,167
Total Assets		\$ 399,271	\$ 419,869
Liabilities and Fund Balances			
Current Liabilities			
Accounts payable and accrued liabilities		\$ 6,089	\$ 4,251
Deferred income/revenue		750	-
		6,839	4,251
Net Assets			
Invested in capital assets		941	1,167
Available net assets		391,491	414,451
		392,432	415,618
Total Liabilities and Net Assets		\$ 399,271	\$ 419,869

Approved on Behalf of the Board:



The accompanying notes are an integral part of these financial statements.

Saskatchewan Association of Recreation Professionals Inc.

Statement of Operations

For the Year Ended June 30, 2018

	John Austin Foundation 2018	Operating Fund 2018	Combined JAF and Operating Fund 2018	John Austin Foundation 2017	Operating Fund 2017
Revenues					
Saskatchewan Lotteries Trust Fund	\$ -	\$ 87,404	\$ 87,404	\$ -	\$ 84,859
Other Grants (Schedule 1)	-	30,385	30,385	-	30,130
Memberships (Schedule 2)	-	12,375	12,375	-	13,005
Directory Advertising	-	380	380	-	735
Investment and other income	7,407	-	7,407	5,509	-
Total revenue	7,407	130,544	137,951	5,509	128,729
Expenditures					
Administration (Schedule 3)	-	16,741	16,741	-	18,245
Communication	-	1,747	1,747	-	4,154
Organizational Development (Schedule 4)	49	23,409	23,458	42	18,070
Partnerships and Relationships	-	755	755	-	-
Program Development (Schedule 5)	-	11,486	11,486	-	9,468
Roy Ellis Bursary	-	-	-	-	1,000
Salaries and Benefits	-	106,949	106,949	-	99,637
Total expenditures	49	161,087	161,136	42	150,574
Excess (Deficiency) of revenue over expenditure	\$ 7,358	\$ (30,543)	\$ (23,185)	\$ 5,467	\$ (21,845)

The accompanying notes are an integral part of these financial statements.

Saskatchewan Association of Recreation Professionals Inc.

Statement of Changes in Net Assets

For the Year Ended June 30, 2018

	John Austin Foundation 2018	Operating Fund 2018	Combined JAF and Operating Fund 2018	John Austin Foundation 2017	Operating Fund 2017
Net assets, beginning of year	\$ 382,138	\$ 32,312	\$ 414,450	\$ 398,516	\$ 32,628
Excess (Deficiency) of revenue over expenditures	7,358	(30,543)	(23,185)	5,467	(21,845)
Interfund transfer	(30,543)	30,543	-	(21,845)	21,845
Net investment in capital assets	-	226	226	-	(316)
Net assets, end of year	\$ 358,953	\$ 32,538	\$ 391,491	\$ 382,138	\$ 32,312

The accompanying notes are an integral part of these financial statements.

Saskatchewan Association of Recreation Professionals Inc.

Statement of Cash Flows

For the Year Ended June 30, 2018

	John Austin Foundation 2018	Operating Fund 2018	Combined JAF and Operating Fund 2018	John Austin Foundation 2017	Operating Fund 2017
CASH FLOWS FROM OPERATING ACTIVITIES:					
Excess (Deficiency) of revenue over expenditures	\$ 7,358	\$ (30,543)	\$ (23,185)	\$ 5,467	\$ (21,845)
Amortization	-	715	715	-	730
(Increase) decrease in grant receivables	-	(500)	(500)	-	-
(Increase) decrease in other receivables	-	(1,351)	(1,351)	-	402
(Increase) decrease in prepaid expenses	-	(96)	(96)	-	1,561
Increase (decrease) in accounts payable	-	2,588	2,588	-	(1,810)
TOTAL CASH FLOWS FROM OPERATING ACTIVITIES	7,358	(29,187)	(21,829)	5,467	(20,962)
CASH FLOWS FROM INVESTING ACTIVITIES:					
(Increase) decrease in investments	(54,779)	-	(54,779)	63,884	-
CASH FLOWS FROM FINANCING ACTIVITIES:					
Purchase of equipment	-	(489)	(489)	-	(1,046)
Net cash increase (decrease) in cash and cash equivalents	(47,421)	(29,676)	(77,097)	69,351	(22,008)
Cash and cash equivalents at beginning of period	382,138	27,804	409,942	398,516	27,967
Interfund Transfer	(30,543)	30,543	-	(21,845)	21,845
Cash Balance	54,779	-	54,779	(63,884)	-
Cash and cash equivalents at end of period	\$ 358,953	\$ 28,671	\$ 387,624	\$ 382,138	\$ 27,804
Cash and cash equivalents consist of the following:					
Cash	\$ (29,158)	\$ 28,671	\$ (487)	\$ 48,806	\$ 27,804
Short term investments	388,111	-	388,111	333,332	-
	\$ 358,953	\$ 28,671	\$ 387,624	\$ 382,138	\$ 27,804

The accompanying notes are an integral part of these financial statements.

Saskatchewan Association of Recreation Professionals Inc.

Notes to the Financial Statements

For the Year Ended June 30, 2018

1. Nature of Operations

Saskatchewan Association of Recreational Professionals Inc. ("the Association") is incorporated under the Non-Profit Corporations Act of Saskatchewan whose mission is the ongoing development of leadership excellence of recreation professionals.

2. Basis of Accounting

These financial statements are prepared in accordance with Canadian Accounting Standards for Not-for-Profit Organization.

The entity is using the accrual basis of accounting. The accrual basis of accounting recognizes revenues as they are earned and measurable; expenses are recognized as they are incurred and measurable as a result of the receipt of goods or services and the creation of a legal obligation to pay. Expenses also include the amortization of tangible capital assets.

3. Significant Accounting Policies

a. Cash and cash equivalents

Cash and cash equivalents includes short-term investments that are carried at market value. Annual increases or decreases in market value are reported in the investment income for the year.

b. Property, plant and equipment

Property, plant and equipment is carried at cost. Amortization is calculated using the declining balance method over estimated useful lives at the following rates:

Computer hardware	30%
Compuer hardware	45%
Furniture	20%

Depreciation expense for June 30, 2018 was \$ 715 (2017 - \$ 730).

c. Income taxes

No provision of income tax has been made in the financial statement as the Association is a not-for-profit organization and, to the extent the association maintains its non-profit status, no income tax will be payable

d. Financial instruments

The Association's financial instruments consist of cash, investments, accounts receivable, accounts payable and accruals. Unless otherwise noted it is the board's opinion that the Association is not exposed to significant interest or credit risk arising from these financial instruments. The fair value of these financial instruments approximates the carrying value unless otherwise noted.

Saskatchewan Association of Recreation Professionals Inc.

Notes to the Financial Statements

For the Year Ended June 30, 2018

3. Significant Accounting Policies

e. Revenue recognition

The Association follows the deferral method of accounting for contributions. Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

f. Fund accounting

The Association maintains its accounts in accordance with the principles of fund accounting and follows the restricted fund method of accounting for revenue. Resources are classified for accounting and reporting purposes into funds according to the activity or objective specified.

The operating fund accounts for the Association's operating activities. The John Austin Foundation Fund accounts for the investments in the Foundation. The purpose of the John Austin Foundation Fund is to assure financial stability upon which the Association may operate and grow.

The John Austin Foundation Fund was established by the membership to guarantee the future of the Saskatchewan Association of Recreation Professionals and to generate funds to be used for the advancement of recreation as a profession.

The Foundation is managed by members of the Association Board. The Association typically accesses funds to an annual maximum of \$10,000 at the discretion of the Board. During the year the Board allocated \$30,543 (2017 - \$21,875) from the John Austin Foundation Fund to the operating fund.

g. Financial Risk Management

The Association has a risk management framework to monitor, evaluate and manage the principle risk assumed with financial instruments. The significant risks to which the Association is exposed are:

Interest rate risk which is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. The Association's exposure to interest rate risk is limited to the value of cash surrender value of life insurance policies.

Saskatchewan Association of Recreation Professionals Inc.

Notes to the Financial Statements

For the Year Ended June 30, 2018

4. Other Receivables

	2018	2017
GST Receivable	\$ 1,040	\$ 943
Yara Centre - damage deposit	605	-
S. F. Scott Manufacturing	-	650
Interest Receivable	1,299	-
Total	\$ 2,944	\$ 1,593

5. Investments

	2018	2017
RBC GIC 001, maturing Aug 9/18, 1.300%	\$ 43,496	\$ -
RBC GIC 002, maturing Nov 3/18, 1.300%	6,504	-
RBC GIC 003, maturing May 6/19, 1.700%	46,955	-
RBC GIC 005, Maturing Sep 15/19, 2.000%	37,141	-
Laurentian Bank GIC, maturing Jul 16, 2018, 1.950%	49,790	49,793
RBC investment savings	204,225	193,636
2.65% Home Trust Company GIC - maturing Oct 16, 2017	-	53,051
2.07% State Bank of India GIC, maturing Nov 17, 2017	-	36,852
Total	\$ 388,111	\$ 333,332

6. Property, plant and equipment

Property, plant and equipment consist of the following:

	2018			2017	
	Cost	Accumulated Depreciation	Net Book Value		Net Book Value
Computer Equipment	\$ 6,121	\$ (5,180)	\$ 941	\$	1,167
Total	\$ 6,121	\$ (5,180)	\$ 941	\$	1,167

Saskatchewan Association of Recreation Professionals Inc.

Notes to the Financial Statements

For the Year Ended June 30, 2018

7. Economic Dependence

The Association currently receives significant revenue in grants from Saskatchewan Lotteries Trust Fund for Sport, Culture and Recreation. As a result, the association is dependent upon the continuance of these grants to maintain operations at their current level.

Saskatchewan Association of Recreation Professionals Inc.

For the Year Ended June 30, 2018

Schedule of Revenue

Schedule 1 - Other Grants

	2018	2017
PNPCG	\$ 26,880	\$ 26,880
SPRA - Members Initiative Grant	-	250
SSW Grant	3,505	3,000
Total revenue	\$ 30,385	\$ 30,130

Schedule 2 - Memberships

	2018	2017
Professional	\$ 9,900	\$ 10,100
Affiliate	1,695	2,025
Associate	780	840
Alumni	-	40
Total revenue	\$ 12,375	\$ 13,005

The accompanying notes are an integral part of these financial statements.

Saskatchewan Association of Recreation Professionals Inc.

For the Year Ended June 30, 2018

Schedule of Expenses

Schedule 3 - Administration

	2018	2017
Amortization	\$ 715	\$ 730
Office operations	12,506	13,902
Professional fees	3,520	3,613
Total expenses	\$ 16,741	\$ 18,245

Schedule 4 - Organizational Development

	2018	2017
Board of directors	\$ 14,562	\$ 11,448
Constitution task force	-	1,419
Insurance	1,452	1,092
Personnel training and travel	7,395	4,112
Total expenses	\$ 23,409	\$ 18,071

Schedule 5 - Program Development

	2018	2017
Education assistance	\$ 5,058	\$ 4,470
Membership engagement strategy	297	108
Seminars and conferences	130	897
Special projects - Advocacy	3,674	2,645
Special projects - Professional Development	2,240	753
Other expenses	87	595
Total expenses	\$ 11,486	\$ 9,468

The accompanying notes are an integral part of these financial statements.

Education Assistance Grant

The Education Assistance Grant exists to provide Professional, Affiliate and Student members funding to further develop their knowledge, skills and abilities through attending conferences, workshops, and post-secondary education classes.

Fourteen (14) members applied for Education Assistance funding with 6 receiving funding, totalling \$4,558.13. Funds were used for opportunities that included: the CPRA Professional Development Certificate Program, the World Conference on Drowning Prevention, Building Community Capacity for Positive Youth Development, the National Framework Forum and the Annual CTRA Conference. All participants reported 100% positive feedback from the opportunity given to them by accessing the Education Assistance Grant.

Professional Development Grant

Professional Development Grants are awarded to members applying to host a professional development event. This past year, S.A.R.P. awarded one (1) grant.

The Lifesaving Society was awarded \$500.00 and hosted a Provincial Aquatic Conference with over ninety (90) participants attending different parts of the day, from across the Province. The Conference included an Affiliate meeting, AGM, and professional development sessions. The sessions included topics such as coping with critical incident stress at your facility, being sun smart, information on the World Conference on Drowning Prevention, preventing bad lifeguarding habits at your pool and including LGBTQ community in your facility.



Roy Ellis Bursary

No applications received this year.

Report on Strategic Outcomes

Outcome 1

Increased engagement of members and professionals in the recreation field.

Proposed Constitution Changes

To help move the organization forward, the Board of Directors made it a priority to look at updating our Constitution. They struck a Constitution Task Force in 2016 who have been working hard ever since on recommendations. The Proposed Constitution Changes have been presented to the Membership, two in person member engagement sessions were held for input this year and the changes will be voted on at this year's AGM. This has been a lengthy process that allowed numerous opportunities for Members to participate in this endeavor and let their voices be heard, to shape the future of S.A.R.P.

Provincial Recreation Programmers Meetings

S.A.R.P. hosted two Recreation Programmers Meetings one in Fall and one in Spring this past year. Programmers report that they get a lot out of attending these networking gatherings. S.A.R.P. stepped up to fill the gap and make sure these meetings don't fall off everyone's overflowing plates. In the past, these meetings were planned off the side of Programmers desks and would often fall off, due to the busy environments they work in. These one-day meetings bring Programmers together from across the province where they discuss success stories and challenges they face when trying to increase recreation in their communities, these events are great for sharing knowledge and resources. We have received positive feedback on these gatherings and participants appreciate that they are consistent once again.



Student Engagement

S.A.R.P. presented to each of the Saskatchewan Polytechnic recreation programs by going into their classrooms. We offered to bring professionals from the industry with us that students could question. We helped students find workplaces to do their practicums, in their preferred region and areas of interest to gain experience and develop their skills. We created volunteer opportunities for students to practice their leadership skills. During one of our events this also created networking opportunities for them with to engage with Professionals. Our Mentorship Program was offered through our Membership Directory providing students with contacts in the field.



Outcome 2

Increased awareness, internally and externally, of the value and role of professionals in the recreation field, and the value and role of S.A.R.P.

Website & Social Media

S.A.R.P. stepped up our presence on social media this year through our Facebook, Twitter, Instagram and LinkedIn accounts. We held a couple Facebook contests to engage followers and increase our visibility. We made a lot of updates to our website to try to better utilize it and have more information at the fingertips of our Members.

Recreation Professionals Week in Saskatchewan

S.A.R.P. put forth a request to the Provincial Government to proclaim June 18-24, 2018 as Recreation Professionals Week in Saskatchewan during June is Recreation and Parks Month. A week to recognize and celebrate the professionals behind the scenes of parks and recreation in the province. The Provincial Government accepted our proclamation, making it the first ever proclamation for this in Canada. S.A.R.P. collaborated with SPRA on this initiative and had a social media campaign that week to recognize a different professional each day. S.A.R.P. also offered a free professional development webinar for professionals to participate in that week to give back and thank them for the important work they do. We hope to make it an annual proclamation and expand the campaign next year!



Advocacy Efforts

S.A.R.P. took a stance on issues in our industry and helped advocate for Recreation as a priority for candidates running in the Provincial election and byelection, advocated against the Recreation service cuts at Saskatchewan Polytechnic across the Province, and questioned changing Therapeutic Recreation job qualifications in the province.

Outcome 3

Revitalized partnerships/relationships with other groups/organizations.

Ministry of Parks, Culture & Sport

S.A.R.P. continues to build our relationship with the Ministry of Parks, Culture and Sport and we were pleased to have the opportunity to meet with staff to research the potential of Legislation and what the process is. We were happy to have their support in proclaiming Recreation Professionals Week in Saskatchewan June 18-24, 2018. We are excited to have the Honourable Gene Makowsky, Minister of Parks, Culture and Sport, attending our AGM on behalf of the Ministry. We look forward to continuing this positive relationship to provide our membership with a voice, advocating on behalf of the Recreation sector and ensuring the Recreation Professional is portrayed as a priority in communities across the Province.

National Recreation Framework

To support the sustainable, long-term implementation of the Recreation Framework in Saskatchewan S.A.R.P. continues to strategically incorporate the Framework into our organization. In support of the Framework, Board Members and staff attended the Gathering Strength, Framework for Recreation in Canada Forum May 8-10, 2018 in Regina.

During the Forum, we made the announcement that the Provincial Government accepted our proclamation to proclaim June 18-24, 2018 as the first ever, Recreation Professionals Week in Saskatchewan. A week to recognize and celebrate the professionals behind the scenes of parks and recreation in the province. S.A.R.P. collaborated with SPRA on this initiative and had a social media campaign that week to recognize a different professional each day.



Saskatchewan Parks and Recreation Association

S.A.R.P. representatives attended the SPRA Conference and Trade Show in October and will be attending again this year. It was a good opportunity to network with a large group of professionals working in Community Recreation. We also had the opportunity to connect with different product and service suppliers for the Recreation industry who we hope to build relationships with and work towards corporate sponsorship opportunities.

We were fortunate to receive two grants from SPRA this past year including the June is Recreation and Parks Month (JRPM) grant and the Leadership Development Grant. These were used to enhance our programs and services offered. We were able to better promote and raise awareness of JRPM inside and outside our organization. The other grant allowed us to offer our Professional Development Speaker Series prior to this year's AGM.



Canadian Therapeutic Recreation Association (CTRA) & Regina Therapeutic Recreation Association (RTRA)

S.A.R.P. has memberships with both of these Therapeutic Recreation Associations and looks for ways to collaborate with each of them. S.A.R.P. helped raise awareness of Therapeutic Recreation month in February and promoted CTRA resources. With the new Saskatchewan CTRA chapter coming, we have already started the conversation of partnering once they are established. S.A.R.P. will be in attendance at RTRA's Innovation Conference in October and we have been working with the host committee to support their event.