

# 46<sup>th</sup> Annual General Meeting

October 8, 2015

Sacred Heart Parish  
Hall

Davidson, SK

12:30 PM

Saskatchewan Association of  
Recreation Professionals

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Saskatchewan Association of  
**RECREATION  
PROFESSIONALS**

## 2015 Annual Report



**Financial Assistance  
Provided By:**





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## 46<sup>th</sup> AGM Agenda



### 46<sup>th</sup> ANNUAL GENERAL MEETING – AGENDA

October 8, 2015

Sacred Heart Parish Hall

Davidson, SK – 12:30 PM

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1. Call to Order and Welcome
  2. Adoption of the 2015 Annual General Meeting Agenda
  3. Adoption of the 2014 Annual General Meeting Minutes
  4. Message from the Chair – Shelby Rushton
  5. Message from the Executive Director – Dan Gallagher
  6. Reports
    - a) John Austin Foundation (JAF) Report
    - b) Education Institution Reports
    - c) Report on Strategic Goals
    - d) S.A.R.P./SPRA Amalgamation Report
  7. Review and approval of 2014/15 Audited Financial Statements
  8. Approval of 2015/16 auditor – Frank E. Garrett
  9. New Business and Resolutions
    - a) Resolution - Therapeutic Recreation Standards of Practice Update
    - b) Resolution - Amalgamation Agreement
  10. Election of Officers and Appointments
    - a) Directors
    - b) John Austin Foundation Committee Members
    - c) Appointments
  11. Honours and Awards
  12. Presentations
  13. Adjournment

## 45<sup>th</sup> AGM Minutes



Saskatchewan Association of

**RECREATION  
PROFESSIONALS**

### **ANNUAL GENERAL MEETING**

**October 3<sup>rd</sup> 2014**

**Double Tree by Hilton Hotel & Conference Centre  
Regina, SK 12:30 PM**

**Attending:** Shelby Rushton, Andrew Lui, Lyle Campbell, Norm Campbell, Rob McCaffrey, Anne Weisgerber, Clint McConnell, Darren Spelay, Shelia Hryniuk, Douglas Cripps, Linda Marten, Anne Robins, Karen Krammer, Darcy McLeod, Bernene Cohen, Ava Kalaschnick, Kerry Bailey, Helen Obrigewitch, Kacie Manz, Brenda Bathgate, Nicole Walchuk, Lorne Lasuita, Stephanie Cuddington, Barb Fysh, Joaleen Unger, Ryan Bahan, Vickie Clarke, Jennifer Martel, Sandra Gaetz, Kathy Park, Linda Ostryzniuk, Mike Powell, Chantelle Erdman, Judy McLeod Campbell, Nicole Goldsworthy, Jaret Dezotell, and Dan Gallagher.

**Regrets:** Curtis Olsen, Mike Schwean

**Absents:**

<b>MOTION</b>	<b>ITEM/DISCUSSION</b>
	<p>1. Call to Order and Welcome Rushton welcomed everyone and introduced the S.A.R.P Board of Directors. Rushton reviewed the Membership and Annual General Meeting voting procedures. 37 present 34 eligible to vote – Chairperson, Executive Director and one Student cannot vote. Past Presidents in attendance were asked to come forward in celebration of S.A.R.P's 45<sup>th</sup> anniversary. Past Presidents- Shelia Hryniuk, Nicole Goldsworthy, Barb Fysh, Anne Robins, Doug Cripps, Mike Powell, Chantelle Erdman, Jennifer Martel and current Chairperson Shelby Rushton.</p> <p>Chairperson Shelby Rushton called the meeting to order at 12:40 AM</p>
<b>2014/2015-15</b>	<p>2. Adoption of 2014 Annual General Meeting Agenda <b>Spelay/Martin</b>– To adopt agenda as presented. DISCUSSION: None Carried.</p>
<b>2014/2015-16</b>	<p>3. Adoption of the 2013 Annual General Meeting Minutes <b>McLeod Campbell/Lasuita</b> - To adopt the meeting minutes as presented. DISCUSSION: None Carried.</p>
	<p>4. Message from the Chairperson Shelby Rushton highlighted on the Chairpersons Report</p>

MOTION	ITEM/DISCUSSION
<p><b>2014/2015-17</b></p> <p><b>2014/2015-18</b></p>	<p>5. Message from the Executive Director Dan Gallagher highlighted the Executive Directors Message.</p> <p>6. Reports</p> <p>a) John Austin Foundation (JAF) Report Shelby Rushton asked Lyle Campbell to come forward and provide the John Austin Foundation Committee (JAF) Report on behalf of the Chairperson- Rob Boulding.</p> <p>b) Education Institution Reports Shelby Rushton asked Vickie Clarke to come forward and provide the Education Institution Report.</p> <p>c) Report on Strategic Goals Shelby Rushton asked Kerry Bailey to come forward and provide a report on S.A.R.P. Strategic Goals.</p> <p><b>Cripps/Martin-</b> to have a separate motion for the SPRA/S.A.R.P. Collaborations Committee Report. DISCUSSION: Nicole Goldsworthy asked if funds have been secured for the Professional Designation Project. Shelby Rushton - No. Nicole Goldsworthy- mentioned as a past board member would like to suggest that the JAF be utilized to further along the Professional Designation Project. Carried.</p> <p><b>McLeod Campbell/Robins-</b> to accept the following reports as presented</p> <ul style="list-style-type: none"> <li>- Chairpersons Report</li> <li>- Executive Directors Report</li> <li>- John Austin’s Foundation Committee Report</li> <li>- Educational Institution Report</li> <li>- Strategic Goals report</li> </ul> <p>DISCUSSION: None Carried.</p>
<p><b>2014/2015-19</b></p>	<p>d) S.A.R.P./SPRA Collaboration Committee Report Shelby Rushton highlighted on the S.A.R.P./SPRA Collaborations Committee Report.</p> <p><b>Hryniuk/Bathgate</b> – to accept the SPRA/S.A.R.P Report as presented. DISCUSSION: Douglas Cripps- Recognized the SPRA and S.A.R.P. boards for the work they have been doing thus far on the collaboration discussions. Doug Cripps brought up a couple of concerns</p> <p>1) Constitution Article 10 Dissolution interpretation- that the organization would no longer exist according to the constitution. SPRA- S.A.R.P. – MOU or MOA would not be legally binding.</p> <p>2) The Collaboration Report that was presented was not in the Annual General</p>

MOTION	ITEM/DISCUSSION
<p><b>2014/2015-20</b></p>	<p>Meeting Package and should be for historical purposes. 32 in favor. 3 opposed. Carried.</p> <p><b>Cripps/Weisgerber</b> – that present S.A.R.P. members take a non- binding vote at the 2014 AGM. Yes that S.A.R.P. should continue amalgamation discussions with SPRA. No Amalgamation discussions should stop. DISCUSSION: This will be a Silent Vote of the members present. Members are to write down yes or no and their area of work. Example: Therapeutic Recreation, Community Recreation or Education. The results will be another form of information for the board to take into consideration. Question: can we have an answer today? – Numbers will be tallied up after the AGM and results will be forward to members and available on the website. Carried.</p> <p>Scrutineers: Dan Gallagher and Kacie Manz gathered votes.</p> <p><b>2014/2015-21</b></p> <p><b>McLeod/McLeod Campbell</b>- that S.A.R.P. provide the membership with copies of the final reports on the collaborations with Flo Frank (SPRA/S.A.R.P. Collaborations Report) and Helga Hein (S.A.R.P. Member Input Session). Along with the reports the results of the non-binding vote. DISCUSSION: None Carried.</p>
<p><b>2014/2015-22</b></p>	<p>7. Review and Approval of 2013/2014 Audited Financial Statements Auditor Frank E. Garret Spoke to the Audited Financial Statements</p> <p><b>Fysh/Goldsworthy</b>- to accept the 2013/214 Audited Financial Statements as presented. DISCUSSION: None Carried.</p>
<p><b>2014/2015-23</b></p>	<p>8. Approval of 2014/2015 Auditor – Frank E. Garrett <b>Lasuita/McConnell</b>- to accept Frank E. Garret as the 2014/2015 Auditor. DISCUSSION: None Carried.</p>
<p><b>2014/2015-24</b></p>	<p>9. New Business and Resolutions a) Financial and Initiative Partner Recognition <b>Hryniuk/Cuddington</b>- that the Saskatchewan Association of Recreation Professional Recognize and show appreciation for the support provided by: Saskatchewan Lotteries Trust Fund, Saskatchewan Parks and Recreation Association and the Students Summer Works Program. DISCUSSION: None Carried.</p>





MOTION	ITEM/DISCUSSION
	<p>Bernene Cohen presented the award for Honourary Life Membership to Janet Barnes for her years of service and dedication to the industry. Janet was unable to attend.</p> <p>Roy Ellis Bursary Vickie Clarke presented the Roy Ellis Bursary to Rob McCaffrey.</p>
	<p>12. Presentations Shelby Rushton on behalf of the S.A.R.P. Board of Directors would like to recognize outgoing board members. Mike Schwean – 7 years on the board, 2007-2014 Bernene Cohen- 3 years on the board, 2011-2014 Nicole Goldsworthy – 6 years on the board- 2007-2013</p>
<b>2014/2015-30</b>	<p>13. Adjournment <b>Weisgerber/Campbell-</b> to adjourn the meeting at 1:33 pm Carried.</p>

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Chairperson Signature

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Recording Secretary Signature

## About S.A.R.P.

### Our Vision

In Saskatchewan: Recreation and its professionals are essential community partners and are recognized for their many positive contributions to the individual, family, and community health and wellness.

### Our Mission

The Saskatchewan Association of Recreation Professionals is a dynamic, member driven organization committed to the profession by representing and supporting current and future recreation professionals in their pursuit of excellence.

### Our Strategic Goals and Strategic Outcomes

Our Strategic goal statements specifically address the achievement of our desired outcomes. They are specific, measurable, achievable, relevant to the Mission, and timely, with some type of ‘performance target’ embedded in them that identifies what level of achievement is desired. Meanwhile our strategic outcomes identify the desired impact/benefit/or changed state of our target groups. These outcomes are the result of successful service delivery (via programs, activities, events) to our target groups. They define “what” impact we hope to achieve as opposed to “how” they will be accomplished.

#### Strategic Goal#1 Professional Development:

Member’s needs are met through access to relevant professional development opportunities. In the next three years we will promote, communicate, support and deliver professional development opportunities.

##### Strategic Outcomes

1. Members stay current with best practices and trends in their service areas.
2. Members gain knowledge that can be applied to their career paths.
3. Members benefit through sharing information/learnings within our organizational network.
4. Members see S.A.R.P. as a source of information relevant to their service area.

#### Strategic Goal #2: Advocacy

The Association will advocate on behalf of its members to raise awareness of the profession and the value of a recreation profession. In addition, the association will establish and support recreation sectoral committees.

##### Strategic Outcomes

1. Recreational Professionals (both members and non-members) are aware of the Association’s mandate and value to their careers.
2. S.A.R.P. leadership (Board and staff) will research current issues and trends within the recreation industry.
3. S.A.R.P. will provide leadership and/or support to the Districts for Sport, Culture and Recreation and their networks.
4. S.A.R.P. will have a framework to guide advocacy at all political levels.

### **Strategic Goal #3: Professional Designation**

S.A.R.P. will develop a professional standards and accreditation process for Recreation Professionals in the province.

#### **Strategic Outcomes**

1. Recreational Professionals will have the opportunity to earn the Recreational Professional Designation

### **2014-2015 Board of Directors**

- Chair – Shelby Rushton
- Vice Chair – Ryan Bahan
- Finance/Audit Chair– Curtis Olsen
- Nominations Chair – Ava Kalaschnick
- Governance Chair– Kerry Bailey
- Directors at large – Kacie Loshka, Vickie Clarke, Joaleen Unger, Brenda Bathgate

### **Board of Regents**

The Board of Regents is a group of long-time members of the organization that 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.

- Janet Barnes
- Rob Boulding
- Sheila Hryniuk

### **John Austin Foundation Committee**

The John Austin Foundation 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 – Rob Boulding
- Matthew Warren
- Lyle Campbell
- Shelby Rusthon
- Curtis Olsen
- Ryan Bahan

### **Education Assistance/Professional Development Committee**

The Education Assistance/Professional Development Committee assists the Executive Director in reviewing and adjudicating all Education Assistance and Professional Development applications.

- Chairperson – Lisa Thibodeau
- Crystal Clarke
- Brenda Temple

### **S.A.R.P. Appointed Representatives**

- |   |                 |
|---|-----------------|
| • University of Regina Senate   | Jennifer Martel |
| • University of Saskatchewan Senate                                     | Lisa Thibodeau  |
| • Saskatchewan Polytechnic Recreation and Community Development Program | Dan Gallagher   |
| • Saskatchewan Polytechnic Therapeutic Recreation Program               | Vacant          |

### **Professional Designation Project Advisory Task Group**

- Judy McLeod Campbell
- Anne Robins
- Janet Schultz
- Linda Martin
- Vickie Clarke
- Brenda Bathgate

### **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.

- John Austin
- Don MacAulay
- Linda Martin
- Roy Ellis (deceased, November 1998)
- W. Glenn Tuck (deceased, May 1998)
- W.R. Green
- Janet Schultz
- Murray Hidlebaugh
- Shelleen Vandermey
- Dr. J.B. Kirkpatrick (deceased, November 1998)
- Judy McLeod Campbell
- Janet Barnes

### **Membership Statistics:**

Year	2009	2010	2011	2012	2013	2014	2015
Membership #'s	217	178	171	196	174	185	176*

\*Membership numbers as of August 26, 2015

## Chairperson Report

With our Annual General Meeting upon us once again, I can't believe a whole year has passed. I'm sure the many Recreation Professionals in Saskatchewan can also not believe that a whole year has passed. We've each gone about our professional lives...programming, meeting, learning, getting our arenas and swimming pools ready for their seasons, preparing staff, engaging our clients and participants in recreation and leisure opportunities, promoting recreation to our communities, our governments and our partnering organizations. Whether we're in sport, culture, community recreation, therapeutic recreation, or other recreation and leisure focused positions, we are busy contributing to the betterment of society.

Our role is important. Not everyone knows that yet or even understands it. And that is where SARP has come into play over the past 46 years, working on development of professional standards, advocating for the recreational professional, providing professional development for those recreation professionals and supporting recreation professionals in their pursuit of continued education and recognizing recreation professionals in their pursuit of excellence and simply a job well done.

There is so much SARP wants to do to support and advocate for recreation professionals in this province. The SARP Board is confident from our two years of investigating a potential amalgamation with the Saskatchewan Parks and Recreation Association that we have found a positive and viable solution that will allow us to continue our work. We just won't be doing do it alone.

A huge thanks goes out to my fellow Board of Directors who have been faced with some very difficult decisions this year. All the while they have stayed true to the forward direction of recreation professional in Saskatchewan. Another huge thanks goes to our Executive Director, Dan Gallagher, for his continued work with SARP and supporting the Board of Directors. I would also like to thank our many other volunteers and committee members for their work throughout the year as well as our members in general for staying engaged with this great organization.

Respectfully Submitted by: Shelby Rushton, Chair

## Executive Director's Message

I am pleased to present my report as Executive Director to the members of the Saskatchewan Association of Recreation Professionals. I have been the Executive Director for three and a half years and in that time I have worked towards achieving the association's strategic services of professional development, advocacy, and professional designation.

I have been assisting the Association on working towards creating opportunities for our members to continue their professional education, thereby, maintaining and improving their professional skills. I am pleased to report S.A.R.P. sponsored a session at the SPRA Conference. Also, S.A.R.P. partnered with Brenda Herchmer of Campus for Communities to offer S.A.R.P. members webinars at no cost to members on community building and community development. In addition, S.A.R.P. continues to offer members Education Assistance and Professional Development Grants.

The work involved with the Professional Designation Program proves to be challenging. After the Final Report was submitted in 2013 it was determined a Business Plan to implement and operate the program was necessary to move the program forward. Work on developing a Business Plan has occurred over the past year and the work so far indicates the costs to implement and operate the program will be high. Funding to support the program, at least in part, would need to come from the John Austin Foundation. However, to access the dollar amounts necessary to support the program, changes to the existing JAF Policies would be required. In addition, consideration has been given to the program if amalgamation were to occur with SPRA. The PDP Committee would continue to operate with the intent to move the program forward.

I have been assisting the Association's advocacy work through improving its' partnerships with key stakeholders and working towards increased recognition, respect and appreciation of the profession. Work towards establishing and nurturing positive relationships among key partners such as SPRA, Therapeutic Recreation Groups, Educational Institutions, and Sport Culture and Recreation Districts have taken place. A significant amount of time has gone towards the S.A.R.P./SPRA Amalgamation discussions and the work involved with gathering member input in the process. This provided a great opportunity to hear from a variety of members on their thoughts about the association. In addition to the many face to face meetings it was great to get feedback using the member survey. Being involved in the 2014 Innovations Conference, participation in Senate and Committee meetings of Educational Institutions, attending District Recreation Practitioner meetings, being part of the SPRA Conference, and attending the SUMA Conference are some actions that have helped S.A.R.P.'s advocacy efforts. In addition, improving S.A.R.P.'s communication with members is important. We continue to communicate through our website and through email.

I am excited to continue S.A.R.P.'s mission of supporting and representing recreation professionals as they pursue excellence in the recreation profession. I enjoy working in the recreation profession and I look forward to assisting S.A.R.P. in enhancing the recreation profession in Saskatchewan.

Respectfully Submitted by: Dan Gallagher, Executive Director

## **Saskatchewan Polytechnic Recreation & Community Development Program Advisory Committee Report.**

Last year the Deans Council approved the proposal to change the Recreation & Tourism Management Program to the Recreation & Community Development Program and the new program will be starting in the fall of 2015. In preparation for the transition, support from the Integrated Development Fund was received to develop courses with completion set for June 2015. The new program will remain with an intake of students every second year and articulation agreements will be maintained and expanded. Articulation agreements are in place for the University of Regina and Royal Roads University. The intent is to re-sign agreements with Vancouver Island, Husson University, and the University of Fredericton in the fall. In addition attempts will be made to add the University of Manitoba and Simon Fraser University.

In April 2015 nineteen (19) students graduated from the program and the class beginning in the fall of 2015 has twenty-four (24) students enrolled. The students beginning classes in the fall will be the first in the new program Recreation & Community Development name.

Respectfully submitted by: Dan Gallagher, Executive Director

## **Saskatchewan Polytechnic Therapeutic Recreation Program Advisory Committee Report**

The purpose of the Therapeutic Recreation Program Advisory Committee is to provide an effective link between SaskPolytechnic and the Therapeutic Recreation industry representatives. Committee representatives are solicited by the program from relevant sector leaders, industry or professional associations and practitioners. Some of the responsibilities of the committee are: participating in curriculum validation, program changes, assisting in defining program standards and providing information on current trends and shifts in the workplace.

The TR program remains in high demand for both campus and distance education students. There were 21 graduating students in May 2015 with almost 100% employment throughout the province and one outside of Saskatchewan. Presently there are 27 full-time students enrolled for fall 2015 and 150+ Distance Ed students enrolled across Canada with that number rising as the demand for DE also rises.

2014 saw a transition to the School of Health Sciences which was a great move for Therapeutic Recreation. With this transition came a new program head and dean, this transition has aligned TR with the profession and where the majority of graduates will be employed.

Respectfully submitted by: Linda Martin and Anne Robins

## University of Saskatchewan Senate Report

The University of Saskatchewan continues to be an exciting and engaging institution with change and progress happening in all areas.

Senate meeting agenda's often include the following items:

- Varying reports: U of S President, Undergraduate and Graduate students activities, Honorary degrees committee, Senate Executive committee reports and others.
- Items for approval: i.e.) senate appointments and nominations, changes to senate membership and by laws and other items as per the University Act.
- Items for information: Senate committees and University Council and Board of Governors.

The following are just a few of the highlights of the meetings held in 2014:

April 2014 Meeting Highlights:

- Senate approved the document Vision 2025: From Spirit to Action as the new institutional vision document of the University of Saskatchewan, as presented by President Busch-Vishniac.
- Max FineDay, USSU President, reported on the activities and accomplishments of the USSU and undergraduate students over the past year. He commended the work done on the Future Campaign to raise over \$500,000 for students over a 24-hour period and thanked those senators who continued to support students. The USSU has also focused its efforts in the area of student mental health resulting in the adoption by most colleges of a first-term reading week.
- Ehimai Ohiozebau, GSA President reported that areas of interest have been added in line with the GSA's mission statement and the executive identified five core values to continually represent, including workshops, bursaries, orientation, health and dental plan, GSA Commons, and the GSA handbook.
- Lenore Swystun, chair and Russ McPherson, member of the education committee co-facilitated a discussion on the topic of financial sustainability. After a presentation by Brett Fairbairn, provost and vice-president academic, and Greg Fowler, vice-president finance and resources, on the current state of the university's finances and budgeting process, senators then broke out into discussion groups and discussed the context of sustainability of the university from the budget perspective, in particular providing input on the revenue side as the university works to update its multi-year budget framework.
- Senate confirmed Council's decision to approve the disestablishment of the Division of Environmental Engineering. Dr. Trever Crowe, associate dean, College of Graduate Studies and Research, confirmed that the program will continue to exist although the structure of the division is dismantled. The program will be housed within a department in the College of Engineering.
- Senate also confirmed a number of changes to the admission requirements for the College of Dentistry, as of August, 2015 - add a human physiology course (such as PHSI 208 Human Body Systems or its equivalent) as a required course for admission; completion of three full-time (30-credit-unit) years of university course work completed between the September to April academic



year leading to an undergraduate level degree; and to add a criminal record check as an admission requirement.

- Senate confirmed changes in admission qualifications for the Master of Nursing (Nurse Practitioner Option) and the Postgraduate Degree Specialization Certificate: Nurse Practitioner from the College of Graduate Studies and Research, effective September 2014.
- Senate approve the membership to Senate of the following organizations effective July 1, 2014:
- Metis Nation-Saskatchewan • Nature Saskatchewan • Saskatchewan Arts Board • Saskatchewan Environmental Society • Saskatchewan Federation of Labour • Saskatchewan Urban Municipalities Association • Saskatchewan Writer's Guild • Canadian Centre for Policy Alternatives Saskatchewan

In May of 2014, President Ilene Busch-Vishniac was let go.

#### October 2014 Meeting Highlights:

- A President's report was presented by Interim President Gordon Barnhart and Interim Provost and Vice-president Academic, Ernie Barber. President Barnhart referred to Senate as a window on the world to bring forward ideas and take them back to the community at large. He noted that he understands the events of the spring were especially difficult for alumni and donors as they care greatly about the university. He advised Senate that the word and slogan, 'TransformUS,' is no longer being used, but the numerous hours put in by many to identify what should be done were not wasted as approximately 80% of the TransformUS plan will be implemented over the next few years, but it will be done at a slower pace. The other 20% will be set aside until further consultation and consideration can be done.
- The president spoke about the Vision 2025 document explaining that it was approved by Senate in April 2014. He noted this same document passed at University Council in spring, but then later they rescinded it.
- Izabela Vlahu, is the new president of the Graduate Students' Association (GSA)
- Ms. Joy Crawford won the election for Senate-elected member to the Board of Governors.
- Senate confirmed changes in admission qualifications for the Masters of Physical Therapy, effective September 2015 and were advised that they related to English language proficiency, and that effective communication was required to ensure a high quality of care in this profession.
- Bill Waiser, chair of the university's Great War commemoration committee, reported that the objectives of the commemoration committee are to remember the war both at home and overseas, and to tell the story of the role the university played. The committee has planned a series of events for the next four years that will end with a special re-commemoration at the Memorial Gates
- Jack Saddleback, USSU vice-president, student affairs, and Craig Friesen, University of Saskatchewan Pride Center Coordinator, presented on the amendments to the Discrimination and Harassment Prevention Policy to include gender identity, gender expression and two-spirit identity as protected grounds. They provided information on the process followed that resulted in the inclusion of these provisions in the Policy and explained that they were now in the process of providing awareness of these amendments.

- An update on Considerations Regarding Possible School of Architecture was provided by Colin Tennent, Representative from Saskatchewan Association of Architects.

In July of 2015 the University of Saskatchewan chose English professor and Dean of the College of Arts and Science, Peter Stoicheff as its new president.

Organizations with membership on the Senate are represented because in the opinion of the senate, they contribute in a significant way to the social, economic and cultural welfare of the province and have a demonstrated interest in furthering the goals of higher education and research at the university.

As the representative for S.A.R.P. my goal as a member of Senate is to provide leadership in advocating, sharing information, expertise and pursuing collaborations that will benefit our membership in meeting the S.A.R.P. vision.

Respectfully Submitted by: Lisa Thibodeau (B.S.P.E. '90), Community Consultant, City of Saskatoon

## **University of Regina Senate Report**

The University of Regina Senate has met three times since I accepted this role in July of 2014. I was unable to attend the February meeting due to weather.

I was not sure what to expect in this role but have found it to be very interesting and I look forward to the Senate meetings. It is really quite something to look around the room to see other Senators representing their organizations as well as former chancellors and other distinguished people. The fact that S.A.R.P. is included in such a group is something we should be quite proud of.

There were many debates on a variety of subjects - all of which were quite informative and I always left a meeting knowing more than I did when it started. I also have met some great people over the past year. I would like to share some key points or messages from the past year:

- They are being very fiscally responsible and managing resources well. They have achieved their 21st consecutive balanced budget
- They have students involved in community initiatives to ensure they are giving back to their community such as Run for Relay and the Homeless for 5 days initiative.
- They have their first large cohort of nursing graduating. They have developed a partnership with SaskPolyTech.
- There is growth in online studies which may provide tremendous benefit to current recreation professionals wanting to expand their knowledge and skill set

I have truly enjoyed my first year as a Senator (ha ha) and look forward to seeing what next year brings to the University of Regina.

Respectfully Submitted by: Jennifer Martel, CTRS & S.A.R.P. Professional Member

## **John Austin Foundation Committee Report**

The purpose of the John Austin Foundation (JAF) is to ensure financial stability upon which the Saskatchewan Association of Recreation Professionals (S.A.R.P.) may operate and grow. The fund exists to guarantee the future and financial stability of S.A.R.P., and to generate funds that may be used for the advancement of recreation as a profession. The fund continues to grow and support S.A.R.P. activities but is challenged with low interest rates that limit the funds' potential for future growth and its' ability to support S.A.R.P. activities.

Over the years the fund balance has grown and policies have been adopted to ensure the balance continues to grow. In 1980, the goal was to retain the foundation balance at \$100,000. In 1994, the revised minimum value was upgraded to \$200,000 in 1993 dollars. In 2001 a resolution was adopted by the membership that the John Austin Foundation should be kept at a minimum of \$300,000 in 2001 dollars. As of June 30, 2015, the fund balance was \$391,086.26. This may appear to be growth, but in reality, is barely ahead of what \$300,000.00 in 2001 dollars is worth today. In 2001, investments were coming due at 11% and re-invested at 7% which made it easy to stay ahead of inflation. Our most recent 3 year investment in 2015 renewed at 1.95%, which is below the 2.4% cost of living inflation index (COLA) from the same period in time. The days of high interest rates are in the past, and the John Austin Foundation is struggling to maintain the required minimum balance while financially supporting the ongoing activities of S.A.R.P.

The existing JAF policy remains under review. The JAF Committee continues to work with the Board in a process of determining a minimum required fund balance moving forward based on current interest rates and the reality of inflation.

The 2014 – 15 JAF Committee consisted of Mathew Warren, Lyle Campbell and Rob Boulding as elected by the membership. JAF Committee also includes the following appointed positions from the S.A.R.P. Board of Directors, Shelby Rushton as Chair, Ryan Bahan as Vice Chair and Curtis Olsen as Finance Chair. Executive Director, Dan Gallagher is an Ex-Officio member and Secretary.

Respectfully Submitted by: Rob Boulding, Chair, John Austin Foundation

## **Canadian Therapeutic Recreation Association Update**

Thank you to S.A.R.P. for partial funding to attend the annual Canadian Therapeutic Recreation Association conference in beautiful St. John's Newfoundland, as a result of my attendance I was able to be present at the Provincial Partners Liaison Meeting on behalf of S.A.R.P. There were a lot of items for discussion and as a result we had to extend the meeting after the conference ended for the day. Some items that we discussed were the opportunities for Joint Membership. Joint membership is an Agreement by CTRA and the Provincial Partners in regards to membership, criteria for membership and the payment of one fee for both memberships. This has been discussed in Saskatchewan in the past but tabled. As of

right now there are 3 Provinces that have Joint Membership and in the next year CTRA is going to be contacting other Provinces for the opportunity to look into Joint Membership again.

Also discussed was a National Standards of Practice. CTRA wants to have all Provinces and Territories on board to accept one National Standards of Practice, this way ensuring that Recreation Therapists are adhering to same standards across the country. Discussions are already in the works with CTRA, NCTRC (National Council for Therapeutic Recreation Certification), and ATRA, (American Therapeutic Recreation Association) to have Standards of Practice, Definition and Code of Ethics North America wide. CTRA has designated a Standards of Practice committee to start reviewing and updating the existing Standards, Andrew Lui, who is a Recreation Therapist from Saskatoon, is the Saskatchewan Rep on that committee.

Webinar Series, S.A.R.P. is familiar with, what CTRA wants to do is partner with the provinces for the Webinars. CTRA will pay to have the webinars set up they will have access as well as S.A.R.P. What a great idea for members.

When each province went around the table to give an update there were a few Provinces that were looking into regulation. Three provinces have had the title of Recreation Therapist before Government – Nova Scotia, Alberta, and Ontario respectfully, Nova Scotia for 8 years and Alberta for at least that and unsure about Ontario. In each case what is holding them up is the risk to harm. How can we as profession prove risk to harm to our clients? Ontario did a wide Lit search and came up with one piece of literature that will demonstrate risk to harm of our clients, and with changing governments it is hard to keep the lines of communication open.

CTRA Conference - it looks like Saskatchewan is in the running for the CTRA conference in 2019. A few years away yet so who knows.

Committees – Standards of Practice – Andrew Lui – Saskatoon

Regulations – Saskatchewan – vacant.

Board of Director Positions – Linda Ostryzniuk gave up her position on the board as Prairie Director, the new Prairie Director is Karla Nogue, Recreation Therapist from Saskatoon and the new President is Doug Cripps, Acting Associate Dean, Kinesiology and Health Studies, University of Regina.

Next year the conference will be in Kitchener/Waterloo, Ontario June 1 – 3, 2016, and again will have a Provincial Partners Liaison Meeting. This is a great opportunity to see what is happening with our profession Canada wide and what role S.A.R.P. can have in these opportunities. From this meeting I see great things happening with S.A.R.P., from perhaps discussions around joint membership to joint webinar series, liaison with the Prairie Director and adopting the National Standards of Practice. This is an exciting time for S.A.R.P.

Again thanks for the opportunity and if you have any questions please call or email.

Respectfully submitted by: Anne Robins, Past President S.A.R.P.

## Auditors' Report

**FRANK E. GARRETT, MBA, CPA, CMA**

2211 Smith Street  
Regina, SK S4P 2P5  
Phone: (306) 565-2777  
Fax: (306) 565-2633

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### Independent Auditors' Report

To all Members of  
**Saskatchewan Association of Recreation Professional Inc.**

We have audited the accompanying financial statement of Saskatchewan Association of Recreation Professionals Inc. which comprises the Statement of Financial Position as at June 30, 2015 and the Statements of Operations and Net Assets and Cash Flows for the year then ended and the summary of significant accounting policies and other explanatory information.

#### Management's Responsibility

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 necessary to enable 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 audits. We conducted our audits in accordance with Canadian Generally Accepted Auditing Standards. Those standards required that we comply with ethical requirements and plan and perform the audits to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, 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 the 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 in our audits is sufficient and appropriate to provide basis for our audit opinion.

#### Opinion

In our opinion, these financial statements present fairly, in all material respects, the financial position of the organization as at June 30, 2015 and the results of its operations and cash flows for the year then ended June 30, 2015 in accordance with Canadian Accounting Standards for Not-for-Profit Organizations.

August 21, 2015

Regina, Saskatchewan

  
**Frank E. Garrett MBA, CPA, CMA**

Statement of Financial Position  
As at June 30, 2015

	Note	John Austin Foundation 2015	Operating Fund 2015	Combined JAF and Operating Fund 2015	John Austin Foundation 2014	Operating Fund 2014
<b>Assets</b>						
<b>Current Assets</b>						
Cash		\$ 48,879	\$ 22,855	\$ 71,733	\$	\$ 41,876
Short term investments	4	342,206		342,206	391,327	
Grant receivable			7,699	7,699		
Other receivables			5,026	5,026		2,206
Prepaid expenses			2,155	2,155		2,098
<b>Total Current Assets</b>		<b>391,085</b>	<b>37,734</b>	<b>428,819</b>	<b>391,327</b>	<b>46,180</b>
<b>Capital assets</b>						
	5		1,271	1,271		1,253
<b>Total Assets</b>		<b>\$ 391,085</b>	<b>\$ 39,005</b>	<b>\$ 430,090</b>	<b>\$ 391,327</b>	<b>\$ 47,433</b>
<b>Liabilities and Fund Balances</b>						
<b>Current Liabilities</b>						
Accounts payable		\$	\$ 7,607	\$ 7,607	\$	\$ 3,749
Deferred revenue						7,470
			7,607	7,607		11,219
<b>Net Assets</b>						
Invested in capital assets			1,271	1,271		1,253
Available net assets		391,085	30,127	421,212	391,327	34,961
		391,085	31,398	422,483	391,327	36,214
<b>Total Liabilities and Net Assets</b>		<b>\$ 391,085</b>	<b>\$ 39,005</b>	<b>\$ 430,090</b>	<b>\$ 391,327</b>	<b>\$ 47,433</b>

ON BEHALF OF THE BOARD



Director



Director

**Statement of Operations and Available Net Assets**  
**For the Year Ended June 30, 2015**

	John Austin Foundation	Operating Fund 2015	Combined JAF and Operating Fund 2015	John Austin Fund 2014	Operating Fund 2014
<b>Revenues</b>					
Saskatchewan Lotteries Trust Fund		\$ 79,988	\$ 79,988	\$	\$ 77,658
Other grants (Schedule 1)		32,359	32,359		26,880
Memberships (Schedule 2)		15,000	15,000		12,795
Innovation program		525	525		
Investment and other income	8,758		8,758	10,483	
<b>Total revenue</b>	<b>8,758</b>	<b>127,872</b>	<b>136,630</b>	<b>10,483</b>	<b>117,333</b>
<b>Expenditures</b>					
Administration (Schedule 3)		20,003	20,003		13,806
Communication		6,250	6,250		8,036
Organizational development (Schedule 4)		29,754	29,754		18,562
Program development (Schedule 5)		13,120	13,120		12,575
Roy Ellis Bursary		500	500		1,500
Recruitment & Retention strategy (Schedule 6)		9,085	9,085		1,310
Innovation program		525	525		
Salaries and benefits		62,451	62,451		60,998
<b>Total expenditures</b>		<b>141,688</b>	<b>141,688</b>		<b>116,787</b>
<b>Excess of revenue over expenditures</b>	<b>\$ 8,758</b>	<b>\$ (13,816)</b>	<b>\$ (5,058)</b>	<b>\$ 10,483</b>	<b>\$ 546</b>
<b>Net assets, beginning of year</b>	<b>\$ 391,327</b>	<b>\$ 34,961</b>	<b>\$ 426,288</b>	<b>\$ 380,844</b>	<b>\$ 33,503</b>
<b>Interfund transfer</b>	<b>(9,000)</b>	<b>9,000</b>			
<b>Net investment in capital assets</b>		<b>(18)</b>	<b>(18)</b>		<b>912</b>
<b>Available net assets, end of year</b>	<b>\$ 391,085</b>	<b>\$ 30,127</b>	<b>\$ 421,212</b>	<b>\$ 391,327</b>	<b>\$ 34,961</b>

Statement of Cash Flows

For the Year Ended June 30, 2015

	John Austin Foundation 2015	Operating Fund 2015	Combined JAF and Operating Fund 2015	John Austin Foundation 2014	Operating Fund 2014
<b>CASH FLOWS FROM OPERATING ACTIVITIES:</b>					
Excess of revenue over expenditures	\$ 8,758	\$ (13,816)	\$(5,058)	10,48	\$ 546
Depreciation		(18)	\$(18)		912
(Increase) decrease in grant receivables		(7,699)	(7,699)		7,045
(Increase) decrease in other receivables		(2,820)	\$(2,820)		1,839
(Increase) decrease in prepaid expenses		(57)	\$(57)		(248)
Increase (decrease) in accounts payable		3,858	\$3,858		(1,481)
Increase (decrease) in deferred revenues		(7,470)	\$(7,470)		7,470
<b>TOTAL CASH FLOWS FROM OPERATING ACTIVITIES</b>	<b>8,758</b>	<b>(28,022)</b>	<b>(19,263)</b>	<b>10,483</b>	<b>16,083</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES:</b>					
Capital additions					
Increase in Investments	(48,879)		(48,879)		
	(48,879)		(48,879)		
Net cash increase (decrease) in cash and cash	(40,121)	(28,022)	(68,142)	10,483	16,083
Cash and cash equivalents at beginning of period	391,327	41,876		380,844	25,793
Interfund Transfer	(9,000)	9,000			
Cash Balance	48,879				
Cash and cash equivalents at end of period	\$ 391,085	\$ 22,854	\$(68,142)	\$ 391,327	\$ 41,876

Cash and cash equivalents consist of the following:

Cash	\$ 48,879	\$ 22,854	\$ 71,733		\$ 41,876
Short term investments	\$ 342,206	-	\$ 342,206	\$ 391,327	
	\$ 391,085	\$ 22,854	\$ 413,939	\$ 391,327	\$ 41,876



## Notes to the Financial Statements

For the year ended June 30, 2015

### 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. Significant Accounting Policies

#### a. Adoption of Accounting Standards

These financial statements for the fiscal year ended June 30, 2015 are prepared in accordance with Canadian Accounting Standards for Not-for-Profit Organization (ASNPO).

#### b. Investments

Investments are carried at market value. Annual increases or decreases in market value are reported in the investment income for the year.

#### c. Capital Assets

Assets are stated at amortized cost. Amortization is provided over the estimated useful life of the asset, using the declining balance method at the following rates

Computers – pre 2006	30%
Computers – 2006 +	45%
Furniture	20%

#### d. Financial instruments

The Association's financial instruments consist of cash, investments, accounts receivable, accounts payable and accruals. Unless otherwise noted it is the boards 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.

#### e. 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 \$9000.00 from the fund (2014-\$ 0.00)

The financial statements have been prepared in accordance with the Canadian Generally Accepted Accounting Principles using the following significant accounting policies:

#### f. 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

#### g. 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.

Adjustments to contributions for years, if any, are made in the accounts in the fiscal year in which the settlement is reached. Memberships are recorded in the fiscal year they are received.

### 3. Financial Risk Management

The Fund has a risk management framework to monitor, evaluate and manage the principle risk assumed with financial instruments. The significant risks to which the Fund 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 Fund's exposure to interest rate risk is limited to the value of cash surrender value of life insurance policies.

### 4. Investments

	2015	2014
.500% Laurentian Bank GIC, maturing July 21, 2014	\$	\$ 36,318
3.400% ICICI Bank GIC, maturing November 20, 2014		43,216
1.910% Equitable bank GIC, maturing October 15, 2015	52,777	52,777
3.100% Bank of Nova Scotia GIC, maturing December 9, 2015	40,690	40,690
3.200% Royal Bank of Canada GIC, maturing March 28, 2016	80,680	80,680
2.000% B2B Bank GIC, maturing April 3, 2017	65,321	65,321
2.650% Home Trust Company GIC, maturing October 16, 2017	53,050	53,050
State Bank of India	36,852	
RBC investment savings	12,836	19,277
<b>Total</b>	<b>\$ 342,206</b>	<b>\$ 391,329</b>

### 5. Capital Assets

	Cost	Accumulated Depreciation	2015 Net Book Value	2014 Net Book Value
Computer Equipment	\$7,483	(\$6,212)	\$1,271	\$1,235

### 5. 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.

### 6. Comparative Figures

These comparative figures have been reclassified to conform with the current year's presentation.

## Schedule of Revenue

### Schedule 1 - Other grants

	2015	2014
PNPCG	\$ 26,880	\$ 26,880
SPRA - Members Initiative Grant	1,000	
Other Grant	4,479	
Total revenue	\$ 32,359	\$ 26,880

### Schedule 2 - Memberships

	2015	2014
Professional	\$ 13,100	\$ 11,300
Affiliate	1,200	975
Associate	660	480
Alumni	40	40
Total revenue	\$ 15,000	\$ 12,795

## Schedule of Expenses

### Schedule 3 - Administration

	2015	2014
Amortization	\$ 706	\$ 912
Office	16,040	10,153
Professional fees	3,257	2,741
Total operating expenses	\$ 20,003	\$ 13,806

### Schedule 4 - Organizational development

	2015	2014
Board of directors	\$ 25,438	\$ 13,556
Insurance	1,430	1,663
Personnel training and travel	2,886	3,343
Total operating expenses	\$ 29,754	\$ 18,562

Schedule 5 - Program development

	2015	2014
Education assistance	\$ 4,500	\$ 4,307
Professional standards	3,915	736
Seminars and conferences	3,532	2,687
Special projects - advocacy	357	3,020
Other expenses	816	1,215
Webinars	420	610
Total operating expenses	\$ 13,540	\$ 12,575

Schedule 6 – Recruitment & Retention Strategy

	2015	2014
Member Service Agent (Admin Assistant / Summer Student)	\$ 7,750	\$
Printing	137	
Promotions	1,198	1,310
Total operating expenses	\$ 9,085	\$ 1,310

## Report on Strategic Goals

### Professional Development

Member's needs are met through access to relevant professional development opportunities. In the next three years, we will promote, communicate, support, and deliver professional development opportunities.

#### Annual Partner Event – S.A.R.P. Session at the 2014 SPRA Conference

On October 24, 2014 S.A.R.P. sponsored a session at the 2014 SPRA Conference titled “Where has the Romance Gone? The Link between Romance and Employee Retention”. Participants learned how they can apply some simple practices from the world of romance to the art of employee retention, thereby reducing the costs of turnover. The presenter was Dave Hagel, Dave holds dual designations of Certified Accelerated Learning Practitioner (CALP) and Certified Human Resources Professional (CHRP). Dave draws on his 30+ years of experience working in union and union-free organizations across Canada to design and deliver soft skills training for front-line managers and supervisors. His workshops focus on the acquisition and application of practical, hands-on, day-to-day skills that have been time tested successfully in the “trenches”.



Evaluations were distributed among the participants and their level of satisfaction with the session was rated at 78%. Some comments about the session included:

“I found it very interesting to learn about the different costs of hiring staff that do not fit the position.”

“(I will) implement some of the discussion into my hiring policy. I would like to do some of the retention ideas also.”

“I liked the information about the hard costs and soft costs because a lot of organizations don’t think about this kind of thing. I know a lot of organizations have done the “bad” hire instead of the “no hire”. I also liked the considerations on how to ‘romance’ your current staff so that they stay. I think most organizations think that money is what keeps and motivates employees, while it is important, there are so many other more important factors.”

## Annual Trend Session

The session focused on staff training and development in recreation organizations and was presented by Steve Musson. Steve has been involved in recreation leadership and staff training for over three decades and has been teaching recreation courses at Langara College in British Columbia for almost 20 years.

This interactive session was relevant for anyone who leads or wants to lead staff training sessions in a recreation organization. The session looked at the fundamentals of designing and implementing high quality educational sessions for recreation staff, making effective connections between what you teach, how you teach it and why you're teaching it. The session challenged participants to think about their role as an educator within their organization and why staff training can be one of the most important parts of their job.

The Trend Session was free for all S.A.R.P members and twenty-one (21) members participated. Response to the session was very positive with a 91% satisfaction level among participants. Some comments from the session included:

"Great presenter, facility well set up for the day. Liked there was an education piece added to the day of the AGM."

"Really enjoyed the interaction of the session and the networking."

"So great! Best S.A.R.P. event I've been to yet!"

## Webinars

S.A.R.P. has been working towards enhancing its' educational and training opportunities for its members through the use of webinars the past several years. The Association continued its' partnership with Brenda Herchmer from Campus for Communities to deliver affordable, convenient, and practical training webinars in the areas of Community Building and Community Development. Webinars began in February 2015 and S.A.R.P. members were provided the opportunity to participate in up to 5 webinars of their choosing at no cost. The value of these webinars is \$50 each. Space was limited so members were encouraged to sign up early to secure their spots. Last year eight (8) different members participated in the webinars, and this year three (3) different members participated in the webinars offered. Comments by participants included;

"This opportunity was excellent and a great way to help keep me current with trends and issues in the field and best yet was that I could do it from the comfort of my own office. The Campus for Communities has some very solid material and good courses- can't wait to do more!"

These webinars offered by Campus for Communities were identified as being valuable to offer to our members because the National Recreation Summit identified community building and community development as key strategies for helping people grow and be healthy, build strong families and communities, work with those who are disadvantaged, protect the environment, stimulate the economy,

and add to the quality of life in our communities. All of these must be viewed by practitioners as priorities if we are to be viewed by elected officials and citizens as continuing our legacy of providing responsive, essential services in our communities.

### **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.

Twelve (12) members applied for education assistance funding and six (6) members received funding, totalling \$3,150. Funding assisted members to attend the Canadian Therapeutic Recreation Conference in St. John's Newfoundland, attend the Innovations Conference in Regina, attend a sport psychology conference, and attend a Physical Education Canada 2015 National Conference in Winnipeg. Participants of the Education Assistance Grant reported a 99% satisfaction level with the grant program. Some comments of participants included;



“Extremely valuable conference!” Participant at the CTRA Conference

“Excellent conference and amazing learning opportunity. Thanks S.A.R.P. for supporting this learning opportunity for me.” Participant of the CTRA Conference

“Thank you for the Education Assistance Grant. It aided my ability to get to the AASP (Annual Applied Sport Psychology) Conference and engage with my fellow scholars”

### **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 three (3) grants worth \$1,350.

The Saskatoon Health Region Therapeutic Recreation Services was awarded \$350 and hosted an annual education day as part of their Therapeutic Recreation Month. Dr. Cynthia Carruther from the University of Nevada presented a session on “Facilitating Well-Being through Therapeutic Recreation” and another session on “The Role of Practitioners Mindfulness in Effective Therapeutic Recreation Practice”. There were sixty-nine (69) participants that came from the Saskatoon Health Region and the Regina Qu'Appelle Health Region. In addition, Therapeutic Recreation students from Saskatchewan Polytechnic and the University of Regina also attended.

The Lifesaving Society of Saskatchewan hosted a Professional Development Workshop to assist those involved in the aquatic recreation sector to better understand operations and risk management of aquatic facilities and environments.

The Regina Therapeutic Recreation Association was awarded \$500 and hosted the provincial Innovations Conference October 2<sup>nd</sup> and 3<sup>rd</sup> in Regina. Recreation Therapists, Recreation Coordinators, and students attended the two day conference. Participants heard from motivational speaker Mike McCullough, a former Saskatchewan Roughrider. Participants also heard from Dr. Shannon Hebblethwaite from Concordia University on the role of therapeutic recreation in mental health. There were approximately 80 participants from urban centres (Regina, Saskatoon, Moose Jaw, Prince Albert, and Melfort) and rural areas (Lumsden, Carlyle, Shellbrook, and Biggar).

## Advocacy

The Association will advocate on behalf of its members to raise awareness of the profession and the value of a recreation profession. In addition, the association will establish and support recreation sectoral committees. This is achieved through the work of the Association listed below.

### *Roy Ellis Bursary*

In August 2014, S.A.R.P. awarded one student with the Roy Ellis Bursary. The Roy Ellis Bursary is provided annually to a student in at least their second year of a leisure-related post-secondary program that includes recreation, sport, and culture. It acknowledges the contributions made by Mr. Roy Ellis to the leisure services field in Saskatchewan. The bursary amount is \$500 annually.



The 2014 bursary recipient was Rob McCaffrey. Rob is a first year Kinesiology PhD student at the University of Regina. He volunteers as an assistant coach on the University of Regina's female soccer team. He is also a member of the Kinesiology & Health Studies Graduate Society which meets to discuss current and future events with the graduate program. Through his first year at the U of R, he has been deliberate in attempts to help tutor and offer aid to undergraduates and fellow graduate students. It is Rob's intent to continually contribute to the University of Regina and community through applying research and his education.

### *S.A.R.P. Awards Program*

Annually, the S.A.R.P. seeks from its membership nominations of individuals and employers to receive awards. Our Awards list includes: Honorary Life Membership, Award of Merit, Employer Professional Development Award, Annual Achievement Award





(individual), Annual Achievement Award (project), Student Leadership Award, Outstanding Recreation Professional Award, and Up & Coming Recreation Professional Award. Descriptions of the awards and the 2014 recipients are listed below.

#### Honorary Life Member – Janet Barnes

The Honorary Life Member Award is presented to an S.A.R.P. member who has provided valuable services and outstanding contributions toward the aims and objectives of the Association and has contributed toward the promotion and furtherance of recreation in Saskatchewan or Canada.

#### Outstanding Recreation Professional – Kathy Park, Linda Ostryzniuk, and Jennifer Martel

The Outstanding Recreation Professional Award is given to an S.A.R.P. Professional Member who is being recognized for their outstanding contribution in the field of recreation and leisure, and has been in the field for at least 10 years. The 2014 award is being shared amongst three individuals, Kathy Park, Linda Ostryzniuk, and Jennifer Martel.

### *Updating, Creating and Sharing S.A.R.P. Resources*

#### **Hiring a Recreation Professional**

Our association partnered with the Saskatchewan Parks and Recreation Association (SPRA) to create the “Hiring a Recreation Professional” document. The document references material first created by S.A.R.P. including “The Benefits of Hiring a Recreation Professional” and “A Framework for Community Recreation Job Descriptions”. S.A.R.P.’s contribution of resources was essential to the document. They help communities understand why hiring a recreation professional is advantageous and having a clear job description is important. This partnership will increase S.A.R.P.’s ability to promote the benefits of hiring a recreation professional. The document was printed and then distributed at the 2015 Saskatchewan Urban Municipalities Association Conference.

#### **Recreation Compensation Survey**

Our association partnered with the Saskatchewan Parks and Recreation Association and SK Culture to conduct a recreation compensation survey. The survey has been completed and the report has been shared with the purpose of making sound information available that can assist people when making competitive compensation decisions.

For example, the report was shared with a Manager of Sport, Culture and Recreation working with a Grand Council in the province. The report was used to review their salary policy rates and the manager indicated it was very helpful in updating their policies and created a more up to date and fair equitable salary scale. He also commented the salary scale had not been updated in about 18 years, so something like this was needed.

S.A.R.P. continues to distribute the core competencies document, framework for job descriptions, and benefits of hiring a recreation professional document. These materials are shared with communities looking to hire a recreation professional, interested Saskatchewan Urban Municipalities Association

(SUMA) Conference delegates at the SUMA Tradeshow. In addition these documents have been used by health districts when making decisions on the work roles of certain professionals.

### ***Networking & Relationships with Members and other Recreation Professionals***

This past year S.A.R.P. communicated with its members over 30 times with its member updates. Member updates typically included information on the amalgamation talks with SPRA, updates on programs and services of S.A.R.P., and promoting the 2014 Innovations Conference. S.A.R.P. also connected with its' Therapeutic Recreation Professional members with an input session on the Collaboration Discussions with SRPA. S.A.R.P. also conducted two online member input surveys on the collaboration discussions.

Relationships continue to be built with the Ministry of Parks, Culture, and Sport with discussion on the National Recreation Framework. Also, discussions with the management at Sask Sport have led to a better understanding of their capacity building efforts for professionals working within SK Sport.

Other networking events S.A.R.P. attended includes the Saskatchewan Urban Municipalities Association Conference Tradeshow and the University of Regina Career Fair.

In addition, S.A.R.P. connected with its membership through its' volunteering opportunities. Twenty (20) different S.A.R.P. members volunteered for S.A.R.P. by volunteering for the Education Assistance/Professional Development Grant Adjudication Committee, John Austin Foundation Committee, Board of Regents, Board of Directors, Professional Designation Project Committee, Recruitment and Retention Task Group, and the Post-Secondary Institution Senates and Committees.

### ***Post-Secondary Institutions***

S.A.R.P. has strategic presence on the Senate of the University of Regina and University of Saskatchewan. At SIAST there is an Advisory representative from S.A.R.P. in the Therapeutic Recreation program and in Recreation Management and Tourism. This representation allows S.A.R.P. to continue to promote the Core Educational Competencies for students who are training to be employed in the Recreation Profession. S.A.R.P. supports this program and the Senators and advisors under this area.

### ***Saskatchewan Parks and Recreation Association, SK Culture & the Districts***

S.A.R.P. and the Saskatchewan Parks and Recreation Association (SPRA) worked together on a number of projects over the past year. They included the S.A.R.P. sponsored session at the SPRA Conference, the release of a Recreation Compensation Survey along with SK Culture, and the S.A.R.P./SPRA Amalgamation Discussions and Member Input Sessions.

The S.A.R.P. sponsored session at the SPRA Conference is a continuing partnership with SPRA. The S.A.R.P. sponsored session at the 2014 SPRA Conference allowed S.A.R.P. to reach a large audience of Recreation Professionals and contributed positively to the SPRA Conference.

S.A.R.P., the Saskatchewan Parks and Recreation Association (SPRA), and Sask Culture Inc. partnered and acquired the services of Knibbs/associates HR Consulting (Kn/a) to conduct a recreation

compensation survey. This past year the survey was completed and a report on the findings was prepared. The purpose of the report is to make sound information available that can assist people when making competitive compensation decisions.

#### ***Regina Therapeutic Recreation Association – Innovations Conference***

S.A.R.P. has been able support the 2014 Innovations Conference by providing some promotional, administration and financial support for the event. The event was held in October 2014 and provided Therapeutic Recreation practitioners an opportunity to learn about the role of therapeutic recreation in mental health from speaker Dr. Shannon Hebblethwaite. Dr. Hebblethwaite is from Concordia University in Montreal.

## Professional Designation

S.A.R.P. will develop a professional standards and accreditation process for Recreation Professionals in the province. The strategic outcome is that Recreation Professionals will have the opportunity to earn a Recreational Professional Designation

### Professional Designation Project

The goal of the Professional Designation Project is to create a Professional Designation Strategy that is built on a shared vision of professionalization that has been created with input from the membership and stakeholders of S.A.R.P. This past year S.A.R.P. continued its work towards implementation of a Professional Designation Program with work on developing a Business Plan for the program. Consideration has also been given if there were to be an amalgamation with SPRA.

In 2013 the Final Report indicated a significant amount of resources would be required to move the program from the development to implementation phase, with costs estimated at \$80,000. This was realized as a

significant cost but the association still wanted to move forward with the project. To do this, work on drafting a business plan began to determine the best way the association could implement and operate the program.



S.A.R.P. has been drafting a business plan with two scenarios. One, S.A.R.P. supports the program independently, and two, S.A.R.P. partners with another association to support the program. Both scenarios require large amounts of money to get the program implemented and maintained.

As the Final Report indicated, a large investment would be required to implement the program (approximately \$80,000). Also, in drafting the business plan, it's been realized there will need to be ongoing financial support for the program. The John Austin Foundation has been identified as a potential source for funding; however current John Austin Foundation policies restrict access to funds.

In case of amalgamation with SPRA, the project is considered of value to both organizations and is to be continued. The Business Plan would be finalized by S.A.R.P. and reviewed by SPRA with work towards implementation as part of the work being undertaken by the new portfolio.

SPRA would assume responsibility for this project's committee and would continue to support it, promote it and help to create career paths that increase the number of certified recreation professionals and practitioners in the province.

## **Amalgamation Discussions with SPRA**

The Saskatchewan Parks and Recreation Association (SPRA) and the Saskatchewan Association of Recreation Professionals (S.A.R.P.) are pleased to announce that the Board of Directors from both organizations have approved a motion to amalgamate SPRA and S.A.R.P. This decision comes after several months of review and consultation with the members of both organizations.

During the past year, the association engaged in many activities to investigate, discuss and gather member input on amalgamation with SPRA. Some of these activities included extra board meetings, a Therapeutic Recreation Professionals member input session, and member surveys designed to gather member input.

A transition plan will be developed and shared with the members of both organisations. Each organization has their Annual General Meeting in October, where the resolutions to amalgamate will be presented to their members for consideration. The resolution to amalgamate will be presented as an Amalgamation Agreement, which all S.A.R.P. members are eligible to vote on at the S.A.R.P. Annual General Meeting. According to the Saskatchewan Non-Profit Corporations Act, all members of S.A.R.P. will have the opportunity to vote.

In accordance with the Non- Profit Corporations Act Legislation, all classes of membership regardless of whether they are voting or non-voting, have the right to vote on the issue. This will include Professional, Affiliate, Associate, Alumni, Student, and Honorary Life Members of S.A.R.P.