

# ANNUAL REPORT

## 2025-2026



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**Back row from left to right:**

**Ethan Stryde** (Engagement & Communications Officer)

**Keara Grey** (Director of Policy & Member Engagement)

**Miguel LeBlanc** (Executive Director)

**Shae McCarthy** (Education Coordinator)

**Sebastián Gómez Rodríguez** (Registration Officer)

**Front row from left to right:**

**Mélissa Frenette** (Consultant)

**Martine Paquet** (Registrar)

**Alize Mombourquette** (BSW Practicum Student)

**Camille Carpio** (Office Manager & Accounting Coordinator)

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# President's Report

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**Carole Gallant, RSW**  
*NBASW President*

Dear Colleagues,

Another year has gone by, and our Association continues to progress on various fronts. The importance of our profession's contribution continues to grow, which means that we must actively pursue efforts to promote the role of social workers as experts in their field. To that end, many initiatives are under way at the provincial, national, and international levels. The progress made on some of these initiatives will be shared with you in this report.

As part of the initiative undertaken by the Canadian Association of Social Workers (CASW) to develop a framework for National Clinical Best Practices, a coalition has been formed between the CASW and the Canadian Council of Social Work Regulators (CCSWR). A call for tenders was held, and Barnes Management Group Inc. (BMG) was the successful bidder.

The project is based on a four-phase structure that includes developing a definition of clinical social work that involves practice in various settings and environments, a literature review, various consultations, and the development of a

framework. In November, BMG presented its first report on a jurisdictional scan of practices at the national and international levels. Preliminary analysis suggests that there is no national consensus on requirements for recognition of advanced clinical practice.

Preliminary analysis suggests that there is no national consensus on requirements for recognition of advanced clinical practice. A definition of a clinical social worker was, however, well established by the committee, and, in January, BMG presented its report at the end of Phase 1, based on a review of the literature from 2015 to 2025 on the practice of clinical social work in Canada and internationally. The report deals with best practices and innovative practice, as well as competencies, regulation, and international education, tracing several themes, including holistic and relational practice, structural and intergenerational trauma, data-informed practice, cultural sensitivity, social justice, professional identity, and supervision and regulation. Phase 2, which will take place from January to May 2026, will involve developing an engagement strategy, identifying stakeholders, designing and delivering a bilingual survey, developing consultation tools, holding consultations, analyzing the data gathered, and drafting best practice guidelines. This work will lead to the presentation of a revised practice framework as well as draft guidelines to the national committee. The project is scheduled to end on January 15, 2027.

The Association of Social Work Boards held delegate meetings and the Annual General Meeting of its Board of Directors on November 6, 7, and 8. The meetings provided opportunities to share different perspectives and strategies brought forward by Canadian provinces and the United States respecting the regulation of social work practice.

The outcome was a shared conviction of the importance for social work associations to ensure that practice permits are provided solely to social workers who demonstrate the skills and knowledge required to work with the public. New Brunswick's participation in these meetings remains essential because they allow our province to fully exercise its voting rights on decisions that are made.

On January 30 and 31, I had the opportunity to participate, with about 10 Canadian and American colleagues, in a panel tasked with establishing standards for the new version of the entry-to-practice exam for people with an undergraduate degree in social work, created by the ASWB. This group was mandated to establish standards to determine the pass mark for the exam, which will take effect in August 2026. My participation was aimed at ensuring Francophone input, as well as input from our province. The French version of the revised exam should be available in 2027, and the NBASW will be able to determine when to make the exam mandatory for the use of the title of social worker. Some Canadian jurisdictions are already using this entry-to-practice exam, and New Brunswick will have to plan to adopt it when the French version is available. The addition of this requirement will necessitate careful change management, including cooperation with our academic partners. Since the primary mission of our association is to protect the public, it is important to assess the relevance of this exam to ensure that future professionals have the knowledge they need for safe and ethical practice, while strengthening the profession and enhancing public confidence. Other working groups have already established standards for success for social workers in advanced clinical practice, and this exam should become a useful tool for the NBASW in assessing advanced practice skills.

A working group has been set up to undertake a review of the Code of Ethics of the Canadian Association of Social Workers, and I am honoured to be a member. The group is mandated to begin collecting feedback for the first phase of a five-year review, which is scheduled to be completed in 2029. This initial phase focuses mainly on collecting data before beginning a more active consultation process.

At the same time, the NBASW has set up a committee of social workers from different backgrounds to review its own Code of Ethics. Two in-person working days got the review under way. Once the final version is prepared by the NBASW team, a final virtual meeting of the committee will be held to approve the proposal before consultations are held with members. A first round of consultations will be held by email to give members an opportunity to submit written comments. A consultation tour of chapters is scheduled for the fall of 2026, after which the Board of Directors will be able to approve the final version of the Code, in order to have it adopted by March 2027 for Social Work Month or the annual general meeting.

On December 5, the Executive Director, the Consultant, and I attended the ceremony of commemoration of the December 6, 1989, tragedy at the École Polytechnique de Montréal, as part of the National Day of Remembrance and Action on Violence Against Women. It was a painful, but necessary, moment to highlight the urgency of ending all forms of violence against women.

On the same day, the Executive Director, the Vice-President, and I took part in a lunch and conversation with the Cabinet on youth mental health. This event gave us a unique opportunity to highlight the essential contributions of social workers in mental health and addiction services to children, youth, and families. It was followed by a meeting with Premier Holt, Minister McKee, Deputy Minister Éric Beaulieu, Minister Miles, and Deputy Minister Jim Mehan, during which we emphasized the fundamental role social workers and social work technicians play with New Brunswickers, recruitment and retention issues, and the key role they play in mental health and addiction services, adult protection, long-term care, child protection, as well as primary care. The recruitment and retention working group is actively continuing its work and meeting monthly. Partners continue to move their files forward, including the creation of positions for social work technicians.

It does seem, however, that some issues require more commitment to influence the implementation of truly effective strategies to attract and retain social workers in the public sector. In spite of these challenges, partners remain committed and determined to bring about concrete and sustainable change.

This year is the 100th anniversary of the Canadian Association of Social Workers. To mark the anniversary, the Executive Director, the NBASW representative on the CASW Board of Directors, and I will join the CASW Board of Directors and provincial and territorial colleagues in meeting with MPs in Ottawa in June to promote the essential role of social workers and social work technicians and advocate for our causes.

I also want to point out the exceptional work done by Miguel and his team with the Department of Health and the Horizon Health Network. Their commitment has highlighted the critical role social workers play in mental health, as well as the necessity of protecting the public, including requiring that initial assessments, including suicide risk assessments, be conducted by qualified professionals. Thanks to the influence of the NBASW, the government reversed Horizon's decision to change social work positions to LPN positions.

Finally, on April 16, 17, and 18, I had the privilege of taking part in the annual conference of the Board of Directors of the Association of Social Work Boards, with the theme of Supervision: the social worker's superpower, emphasizing the importance of supervision as an essential tool for social workers. Conversations underlined the fundamental role of supervision in providing safe, high-quality services. A Canadian-American working group, of which I will be a member, was formed to develop a supervision toolkit. The annual conference in 2027 will be held in Montreal, under the theme of social work standards, and I have the privilege of being part of the organizing committee. I urge you to save the dates of April 16 and 17, 2027, on your calendar, as I hope to see many of you there.

I sincerely thank you for your continued commitment to the NBASW and to protecting the public.

Respectfully,

**Carole Gallant**  
**NBASW President**



*NBASW President Carole Gallant, Executive Director Miguel LeBlanc, CASW Director Géraldine Poirier Baiani, and fellow social work regulatory body representatives at the ASWB Meeting in Nova Scotia.*

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# Executive Director's Report

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I am pleased to report on the NBASW's annual accomplishments that are geared to carry out the Association's mandates to protect the public and promote excellence in social work practice.

In the 2025-2026 year, the Association has endeavoured to further the work of our Strategic Plan, including many of our Recruitment and Retention Strategy initiatives. I would like to express my sincere gratitude to our President, Carole Gallant (RSW), the entire Board of Directors, the volunteers on NBASW committees, and NBASW staff for all their work and dedication to this ongoing work.

I am happy to report that we have made significant progress, as shown in our strategic plan action breakdown and the Recruitment and Retention Committee Report below.

Notably, our Foreign Qualifications Program pathway development, our involvement in additional 2+2 college-to-university pathways, our support for the Canada Student Loan Forgiveness Programme for rural and remote social workers, and our successful efforts to promote social work to New Brunswickers to foster a better understanding of the profession.

## **Board of Directors**

We are proud to have representatives from all regions of the province on our Board, including a public representative appointed by the Minister of Health. This diverse membership offers valuable perspectives, knowledge, and experience vital to the NBASW's mission to protect the public and promote excellence in social work.

This fiscal year, the Board of Directors held four meetings. These gatherings allow us to discuss chapter initiatives, concerns, plan special projects, and oversee the Association's governance, among other key topics. I thank all Executive and Board members for their ongoing leadership and dedication to fulfilling the Association's legislated mandates.

## **Chapters**

I want to thank each Chapter for creating a welcoming place where members can connect and collaborate with fellow social workers, social work technicians, and students. Local events, meetings, and opportunities foster meaningful connections among members, strengthening our ties within the profession.

Currently, there are multiple vacancies. If you are interested, I encourage you to contact the NBASW office.



***Miguel LeBlanc, BSW, MSW, RSW***

*Executive Director*

## Staffing

I want to express my sincere appreciation and thanks to my team for their work: Martine Paquet, Registrar; Keara Grey, Director of Policy & Member Engagement; Ethan Stryde, Interim Engagement & Communications Officer; Laure Piccetto, Engagement & Communications Officer; Shae McCarthy, Education Coordinator; Mélissa Frenette, Consultant; Sebastián Gómez Rodríguez, Registration Officer; and the newest addition to the Team, Camille Carpio, Office Manager & Accounting Coordinator.

As always, we also welcomed students who completed their placements and practicums with us, providing valuable support to the office while continuing their studies.

I want to thank everyone involved in the Association's ongoing initiatives, especially the members, for your valuable feedback on NBASW projects, your contributions to the profession, and your unwavering commitment to social work.

I look forward to the progress we will make in 2026-2027.

Sincerely,

**Miguel LeBlanc, BSW, MSW, RSW**  
**Executive Director**



*NBASW Executive Director, Miguel LeBlanc; CASW Director, Géraldine Poirier Baiani; Registrar, Martine Paquet; Director of Policy & Member Engagement, Keara Grey; Consultant, Mélissa Frenette; Office Manager & Accounting Coordinator, Camille Carpio, pictured with fellow Executive Directors of Canadian social work regulatory bodies and New Brunswick Premier, Susan Holt, during the National Executive Directors Meeting in Fredericton.*

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# NBASW Strategic Direction

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## VISION

To reflect the values of social work, provide ethical leadership, and instill public confidence.

## MISSION

To protect the public and promote excellence in social work practice.

## VALUES

- Respect for the inherent dignity and worth of persons
- The pursuit of social justice and equity, diversity, and inclusion
- Integrity in professional practice
- Confidentiality in professional practice
- Competence in professional practice

## STRATEGIC PILLARS

1. Protection of the Public
2. Member Engagement
3. Promotion of the Profession
4. Governance and Resources

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# Meet our Board of Directors

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## EXECUTIVES

President – Carole Gallant, RSW  
Vice-President – Ian Rice, RSW  
Treasurer – Bill Innes, RSW  
Secretary – Karine Levesque, RSW

## OTHER REPRESENTATIVES

CASW Representative – Géraldine Poirier Baiani, RSW  
Mi'gmaq First Nations Representative –  
Alexandria Knockwood, RSW  
Public Member – Norma Dubé

## CHAPTER DIRECTORS

Acadian Peninsula – Théo Saulnier, RSW  
Chaleur – Anouk McGraw, RSW  
Edmundston/Grand-Falls – Kim Akerley-Lagacé, RSW  
Fredericton – Kelsey Colford Northrup, RSW  
Miramichi – Brooke Casey, RSW  
Moncton – Michelle Nowlan, RSW  
Restigouche – Mélodie Vienneau, RSW  
Saint John – Melanie Polley, RSW  
Sussex – Pam Cole, RSW

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# Meet our **Committee Chairs**

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## **COMMITTEE CHAIRS**

Complaints Committee - Claude Savoie, RSW  
Discipline Committee - Geneviève Forest-Allard, RSW  
Committee of Examiners - Vacant  
Nominating Committee - Ian Rice, RSW  
Social Work Recruitment and Retention Strategy Committee - Miguel LeBlanc, RSW  
Code of Ethics Committee - Carole Gallant, RSW

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# Meet the **Office Staff**

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## **EXECUTIVE DIRECTOR**

**Miguel LeBlanc, BSW, MSW, RSW**

Miguel is responsible for providing strategic leadership and executive support to the President and Board of Directors to meet the vision, mission and strategic objectives of the organization.

He is responsible for all matters related to the organization's Board of Directors, Chapters, Strategic Plan, human resources and financial management, and stakeholder and government relations.



## **REGISTRAR**

**Martine Paquet, RSW**

Martine is the primary contact for practice standards, ethics and disciplinary processes. Martine also supports the regulatory process related to applications for registration.

Martine provides support to the Committee of Examiners, Complaints Committee, and Discipline Committee.



## DIRECTOR OF POLICY & MEMBER ENGAGEMENT

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**Keara Grey, MSW, RSW**

Keara is responsible for activities related to the promotion of the social work profession, member engagement and policy development. Keara is heavily involved in the implementation of the comprehensive five-year Social Work Recruitment and Retention Strategy.



## EDUCATION COORDINATOR

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**Shae McCarthy**

Shae is responsible for member services, including coordination of education events and digital offerings along with member programs such as bursary or discount programs. She identifies opportunities for partnerships with educational institutions and private sector vendors and sponsors to provide educational development to Social Workers and Social Work Technicians.



## ENGAGEMENT & COMMUNICATIONS OFFICER

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**Laure Piccetto**

Laure is responsible for directing all communications, marketing, media relations, and public relations work, in support of the NBASW mandate. This involves producing communications materials, planning events, developing initiatives that promote social work, managing member communications, and more.



## REGISTRATION OFFICER

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**Sebastián Gómez Rodríguez**

Sebastián supports the management of the registration process for social workers and social work technicians. Sebastián assists applicants and those going through the renewal process to ensure files are complete and questions related to registration are answered appropriately. He is the point of contact for applications and inquiries regarding memberships.



## CONSULTANT

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**Méliissa Frenette, BSW, MSW, RSW**

As part of the NBASW Recruitment and Retention Strategy for Social Workers, Méliissa plays a key role in leading, planning and supporting the implementation of a Social Work Foreign Credential Recognition Program.



## OFFICE MANAGER & ACCOUNTING COORDINATOR

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**Camille Carpio**

Camille is the first point of contact for the office and is responsible for day-to-day general inquiries, as well as reception of members and the public. Camille assists the Association staff by coordinating all administrative activities in support of the goals, vision, and mission of the Association.



## ENGAGEMENT & COMMUNICATIONS OFFICER

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**Ethan Stryde**

Ethan was the point of contact for all things communications during Laure's maternity leave. As the Engagement and Communications Officer, Ethan was responsible for handling communications, media, events, and promotional initiatives, in support of the NBASW mandate.



*The NBASW Team honouring Orange Shirt Day for the National Day of Truth and Reconciliation*

# Strategic Plan

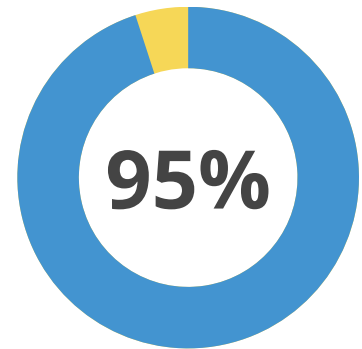
The four pillars of our Strategic Plan provide an exciting opportunity for change for our Association and we encourage everyone to take the time to consult the Strategic Plan, which can be found on our [website](#). In 2025-2026, the Association completed 188 projects, representing a 95% completion rate of all projects set out at the beginning of the year; the following pages outline the main accomplishments of the Association throughout the past fiscal year.

**Strategic Pillar 1** Protection of the public

**Strategic Pillar 2** Member Engagement

**Strategic Pillar 3** Promotion of the Profession

**Strategic Pillar 4** Governance and Resources



**PILLAR 1**  **95%**

**PILLAR 3**  **100%**

**PILLAR 2**  **93%**

**PILLAR 4**  **92%**

**In 2025-2026, the Association completed 188 projects, representing a 95% completion rate of all projects set out at the beginning of the year.**

## PILLAR 1: PROTECTION OF THE PUBLIC

### ACCOUNTABILITY

Formed and met with the Ad Hoc Code of Ethics Committee to develop a draft NBASW Code of Ethics.

Provided support to the Complaints, Discipline, and Examiners Committees.

Continued to develop the Foreign Qualifications Recognition Program by consulting other Canadian regulatory bodies and organizations, creating supervision processes, necessary policies and procedures to evaluate work experience and missing courses, and providing updates to stakeholders. Developed pathways with France, Switzerland, and the United States. Provided presentations on the pathways.

Developed social work technician substantial equivalency process and held bi-weekly meetings to review Equivalency Applications.

Met with CEO's and Executive Directors of New Brunswick counterparts regarding the government bill to amend the bill regarding Labour Mobility and Trade Barriers.

Attended the Canadian Council of Social Work Regulators Executive and Board of Directors meetings.

Attended the Association of Social Work Boards assemblies and meetings. Hosted an ASWB Regulators and staff meeting in New Brunswick to discuss the ASWB exam implementation, which was attended by Premier Holt.

Met with Re-entry to practice supervisors.

Participated in the Atlantic Immigrant Career Loan Fund information session to better understand the possible services available for internal applicants.

Explored educational upgrading program partnerships with the University of Maine at Presque Isle School, New Brunswick Community College, Laurentian University, Collège Communautaire du Nouveau-Brunswick, and St. Thomas University.

Explored a partnership with the University of Ottawa regarding minimum data set standards.

## **TRANSPARENCY**

Provided ethical and values dilemma consultations to members.

Met with members of the public and employers to discuss the NBASW Complaint process, the Discipline Committee's mandate, and the disciplinary process.

Published Discipline Committee summaries on the NBASW website and sent to members.

Completed yearly renewals for members, including thousands of points of contact for member renewal questions, investigations, and technology issues.

Met with internationally educated social workers to explain the registration process and distributed a national report on the pathways to registration for internationally educated social workers.

Met with social work technician applicants and registrants as needed to explain the registration processes and annual renewal.

Promoted the social work technician equivalency pathway until June 2025, then began promotion for the substantial equivalency pathway. NBASW responded to the applications and inquiries for both pathway applicants. Provided updates to stakeholders on the substantial equivalency process.

Met with fellow regulatory bodies to discuss regulatory processes, social work technicians, and disciplinary sanctions.

Made recommendations for the ongoing National Verification of licensure project.

## **ENHANCE ROLE**

Attended meetings with the Department of Post-Secondary Education, Training and Labour regarding Legislative amendments about labour mobility, and discussed streamlining labour mobility processes.

Met, presented to and worked with the Department of Education and Early Childhood Development to integrate the Social Work standards and guidelines for mature minors to consent to social work services throughout the school system, including policy 713.

Provided feedback to the Department for their consultations on school social worker guidelines and their Standards of Practice on Restraint and Seclusion Procedures in Schools.

Held meetings with the Association of Human Service Counsellors of New Brunswick and New Brunswick Community College to explore pathways to registration for human service practitioner graduates.

Discussed regulation and peer mentors with the Canadian Mental Health Association of New Brunswick.

Met with Horizon CEO, Health Minister, Minister Responsible for Addictions and Mental Health, and the Deputy and Assistant Deputy Minister of Mental Health and Addiction to halt the proposed changes to Horizon that would have allowed Licensed Practical Nurses to replace social workers in key areas of Horizon Health Network's Mental Health and Addictions Services.

Met with the Ontario Association of Social Workers to discuss social work diagnosis.

## PILLAR 2: MEMBER ENGAGEMENT

### IMPROVE SENSE OF BELONGING

Developed a letter of support for a project led by the University of Sherbrooke, in collaboration with the Canadian Association of Social Workers, to increase French continuing professional education opportunities.

Supervised a St. Thomas Master of Social Work Student.

Fostered student engagement and recruitment by presenting to all schools of social work and social work technicians in New Brunswick on the association and student membership.

Targeted school social worker recruitment by attending the School Social Workers Committee and the School Social Workers professional development day.

Celebrated member achievements by members, awarded bursaries, attended social work student showcases and attended recognition ceremonies, including Zoe Bourgeois' award celebration from Adoption NB.

Coordinated the CASW Distinguished Service Award presentation and presented the CASW Distinguished Service Award to the 2025 recipient, Laura Gatien.



*Zoe Bourgeois and Miguel LeBlanc at Zoe Bourgeois' Adoption NB Award Celebration*



*Miguel LeBlanc, Géraldine Poirier Baiani, Laura Gatien and her team during the CASW Distinguished Service Award Celebration*

## IMPROVE COMMUNICATION

Increased communication regarding continuing professional education and training opportunities, survey reminders, recruitment and retention updates, employment opportunities, quarterly newsletters, and more with members through email blasts and mass emails.

Consulted members on NBASW initiatives, including a lessons learned discussion regarding the NBASW Special Meeting.

Met with and updated members on professional development and career services, the Advanced Practice Registered Social Work classification, and Horizon meetings.

Communicated important events, updates, and opportunities with members on social media, including bursary recipients, giveaways, job postings, webinars, and more. Monitored, analyzed, and evaluated the website and social media platforms for effectiveness and member satisfaction and adjusted when required.

Assisted members during renewal period/tax season by providing receipts, membership cards, answering renewal questions, reminding them of the Pre-Authorized Debit Program and more.

Met with the Association Québécoise des travailleuses sociales et travailleurs sociaux' Executive and board members.



*NBASW Webinar on the Role of the Public Trustee*

## IMPROVE PARTICIPATION

Fostered external connections to develop more opportunities for members by attending CASW meetings in Nova Scotia and meeting with Social Development and Women's Equality Branch about professional development trainings/webinars about seniors and intimate partner violence.

Supported Continuing Professional Education by coordinating the planning and execution of 6 webinars in collaboration with the Office of the Public Trustee, securing an NBASW member discount for 20% off training with HealthLinks, and obtaining members a 20% discount on training programs with the SickKids CCMH Learning Institute.

Coordinated with the Programme de rayonnement scientifique en français and the Association Québécoise des travailleuses sociales et travailleurs sociaux (AQTs) to provide more French social work continuing professional education to NBASW members.

Rebranded social media image graphics to increase engagement on public posts, mainly with posts for NBASW awards and bursaries.

Secured increased partnership with Co-operators to provide three additional bursaries through NBASW membership, to UNBSJ, NBCC, and CCNB. Developed updated policies to modernize bursaries, grants, and funds for implementing the social work technician paraprofession.

Secured a partnership with Acadie Nouvelle for NBASW members to access digital subscriptions at a reduced cost. A second partnership was established with PESI Canada for a limited-time NBASW Member discount, and a potential affiliate program partnership was discussed.

Developed a Memorandum of Understanding (MOU) with the Office of the Public Trustee regarding future collaboration.

Met with NBLung regarding Cannabis Harm Reduction initiative.

Met with Public Safety Canada regarding a potential partnership to address radicalization and extremism in Canada.

Focused on student participation by attending the Social Action Fair exposition of St. Thomas University, the monthly CASW Education Advisory Committee meetings, and the STU Field Education Advisory Committee meeting.

### **IMPROVE RETENTION**

Chaired monthly Steering Committee meetings, including ongoing work in between with key stakeholders for the successful execution of the Recruitment and Retention Strategy.

Attended various meetings with stakeholders involved in the Social Work Recruitment and Retention Strategy.

Attended meetings with various organizations, committees, and leaders, including the Health Care Professional and Patient Advisory Committee – Primary Health Care, the Extra-Mural/Ambulance New Brunswick Community Partners Meeting, the Tobique First Nation Child and Family staff and Board members, Canadian Institute for Health Information, and more.

Developed and distributed the third Member Survey on Recruitment and Retention.

Prepared and sent the Annual Member Satisfaction Survey, the Renewal Survey and the AGM Survey.

Worked with the Department of Health and DataNB in the development of a report on Social Work Retention.

## **PILLAR 3: PROMOTION OF THE PROFESSION**

### **IMPROVE IMAGE**

Worked with the m5 marketing communications firms to re-release the Social Work Child & Protection promotional campaign.

Met with members of the public to discuss the role of social workers and Policy 713.

Promoted the NBASW and the social work profession in other organizations' media and at multiple career fairs. Promoted the NBASW and the social work profession during National Social Work Month through email, the NBASW website, and Facebook.

NB jobs, Ministers, and the Centre of Excellence for Health helped celebrate Social Work Month on Facebook and LinkedIn.

Attended national and provincial organizations' presentations to learn about their services, such as Ability NB and Hope Air.

Attended multiple Communications Advisory Group meetings to coordinate work with communications representatives from other provincial associations and CASW.

Promoted the NBASW and the social work profession in other organizations' media and at multiple career fairs.

Represented the NBASW at various events and meetings, including the Equity in Motion Women's March and Reception at the Government House in support of Pay Equity and the end of Gender-Based Violence, and the Domestic Violence Association of New Brunswick.

## **BETTER EDUCATION**

Met with the Association of Human Service Counselors of New Brunswick, the Canadian Mental Health Association, the faculty of Université de Moncton and many more stakeholders to discuss the social work technician equivalency process.

Met with Social Development to discuss the potential role of social work technicians in the Long-Term Care sector and to inform them about the implementation of social work technicians in the Early Help program.

Provided an information session on the social work technician's scope of practice to Long-Term Care Teams.

Worked with the EECD's Centre of Excellence for Health and Développement Vie-Carrière, taking part in career fairs, education summits, mental health symposiums, and various events to promote social work among English and French K-12 students in New Brunswick.

Met with Sussex Vale Transition House, Capital Family Services, Centre de Bénévolat de la Péninsule Acadienne, Vitalité, and Ordre des travailleurs sociaux et des thérapeutes conjugaux et familiaux du Québec (OTSTCFQ) regarding social work technicians.

Attended monthly CASW Education Advisory Committee Meetings.

Provided a presentation on the NBASW, application process and member benefits to all recognized social work and social work technician programs in New Brunswick.

Continued participating in schools of social work initiatives, including the Community Advisory Committees of STU and UNBSJ, as well as UdeM and SDs Journée d'échange, as panel speakers.

Met with Premier, Minister of Social Development, Minister of Health, and Minister Responsible for Mental Health and Addiction.

Met with representatives from EECD on various occasions to discuss the NBASW Standards Regarding the Capacity of Minors to consent to Social Work Services.

Provided educational opportunities to students by hosting a high school student who wanted to learn about the profession (École Saint Anne; 1-day placement); coordinating a field placement opportunity for an NBCC administrative professional student; and meeting with a student interested in social work through Ability NB to discuss the profession.

Met with the Teachers Union (Fédération des enseignants) to discuss the Social Work Recruitment and Retention Strategy process that the Association developed.

Published the Foreign Qualification Recognition webpages.

Meeting with the Executive Director of the NB Association of Speech-Language Therapists and Audiologists to discuss the NBASW Standards and Guidelines regarding the Capacity of Minors to Consent to Social Work Services and how they can adapt the NBASW Standards for their profession.

## **BUILD PARTNERSHIPS**

Attended the Pre-Budget Consultation and Lock-in with the Minister of Finance. Attended the State of the Province.

Also met with Social Development representatives about the Decision-Making and Representation (MDP) Legislation.

Maintained Co-operators and UNI partnership agreement requirements.

Worked with Co-operators and Centre of Excellence for Health to continue healthy and mutually beneficial partnerships through promotions such as social media posts, newsletter inclusion, and email blasts.

Informed NBCC and CCNB of the first annual Co-operators Bursary for Student Members, which will allocate \$500 to a student at each of their institutions annually and engage them in promotion to all eligible students.

Renewed partnership with the Department of Education and Early Childhood Development's Centre of Excellence for Health and Développement vie-carrière to reach school-age children and youth regarding the social work profession in the anglophone and francophone sectors, encouraging young people to enter the profession.

Attended regular Child Protection Social Worker Committee Meetings.

Met with Canadian Associations, including the Canadian Mental Health Association, to discuss peer mentors, the Canadian Institute for Health Information regarding the Readiness Assessment Project and the Health Workforce Information Interview.

Met with representatives from the New Brunswick unions and government ministers.

Met with the Association Québécoise des travailleuses sociales et travailleurs sociaux to support their development as an association; Supported, attended and chaired the Association's election in the preparation and execution of their Annual General Meeting.

Met with the Anglophone School District regarding their Chronic Absenteeism Project. Met with Department of Education and Early Childhood Development consultants, Francophone and Anglophone, about the Education Plan consultation.

Met with and facilitated community connections for CCNB regarding their challenges in finding Francophone field placement in greater Moncton when students do not have a vehicle. Met regularly with Social Development personnel to explore the possibility of providing paid field placement and field supervisor remuneration.

Developed and fostered the NBASW's partnership with the Department of Health by attending the Primary Health Care Symposium in Moncton and meeting with Stephane Berubé, the new Executive Director, for Mental Health and Addiction Services with the Department of Health. Met with the Health Care Professional and Patient Advisory Committee regarding Primary Health Care. Attended the National Summit to Advance Social Work in Primary Health Care, with Annie Pellerin, ADM, RSW, who is responsible for Mental Health and Primary Health Care.

Met with SJ Regional Health Foundation about potential bursary partnerships. Submitted eligible NBASW Bursaries and Grants in the Saint John Community Foundation Bursary Connector to promote the professions and highlight social work and social work technician programs to Saint John region students who are seeking financial support.

Met with many New Brunswick Associations, including the College of Licensed Counsellors and Therapists, and the Multicultural Association of Fredericton.

Attended the Older Adult Day sponsored by the Seniors Advocate, the Provincial Summit of the NB Health and Long-term Care Workforce meeting, the Youth Mental Health Lunch with Cabinet, and the Anti-Indigenous Racism meeting.

Attended the International Social Service Canada presentation about new training for frontline social workers.

Met with Eye Movement Desensitization and Reprocessing (EMDR) Canada, HealthLinks, Centre d'accueil et d'accompagnement francophone des immigrants (CAFI), Centre for Addiction and Mental Health (CAMH), and CCNB Campbellton's Doyenne Associée-Developpement Sectoriel to discuss the potential for partnerships.

Met with Université de Moncton and Laurie Bourque (Kensington & Associates) to help build a business plan for the Social Work Program at UdeM to move from a 5-year to a 4-year program.

# PILLAR 4: GOVERNANCE AND RESOURCES

## SUSTAINABILITY

Developed and submitted reports for the PETL contracts to retain the services of Kensington and Associates for the third year of the Social Work Recruitment and Retention Strategy.

Completed the third cycle of the Pre-Authorized Debit program for renewal, with 298 members participating.

Generated non-dues revenue through email blasts and social media posts promoting employment opportunities, trainings, and events to members, many at free or discounted rates and developed a review process for promotion requests.

Met with various organizations to explore partnerships for discounts and scholarships for NBASW members.

Utilized Smartsheet to improve workspaces for complaint and discipline cases, operational planning, foreign qualifications program, and membership renewals.

Executed the Annual General Meeting, attended the Annual Conference and Banquet.

Developed modernized policies to support the inclusion of social work technicians.

Equipped the Registration Officer to perform application screenings, Technician Equivalency reviews, Re-Entry to practice supervision forms, and Verification of registration forms. Met with Equivalency applicants and Employers as directed to support the Equivalency application review process.

## ORGANIZATIONAL STRUCTURE & FUNCTIONS

The Board of Directors met four times, one of which was online. Held a two-day operational planning session with staff. Developed the 2026-2027 yearly operational plan. Developed 2026-2027 budget, adopted by the Board.

Held monthly operational planning and quarterly key performance indicator reviews to assess the effectiveness of the ongoing work, as well as team meetings, leadership meetings, one-on-one meetings, lessons learned sessions, and performance evaluations with staff.

Participated in regular meetings with CEOs and EDs of other major associations and societies in New Brunswick as well as occasional meetings with provincial government representatives.

Organized votes for Board and various committees.

## DEVELOP A CULTURE OF CONTINUOUS IMPROVEMENT

Filled Board vacancies and encouraged members to get involved at the local and provincial levels.

Onboarded Office Manager and Accounting Coordinator.

Participated in training sessions, including language, de-escalating customers and clients, leadership, management, communications and stakeholder training.

Monitored and adjusted the performance and effectiveness of the website and social media pages as needed.

Took the necessary steps to become registered with the New Brunswick Employer of Foreign Workers registry.

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# Association **Development**

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## **SUPPORT TO COMMITTEES**

The Registrar, Director of Policy & Member Engagement, and Engagement & Communications Officer are each responsible for supporting at least one NBASW Committee. The Registrar, Martine Paquet, supported the Complaints Committee, the Committee of Examiners, the Discipline Committee, and the Code of Ethics Committee. The Director of Policy & Member Engagement, Keara Grey, supported the Recruitment and Retention Strategy Steering Committee and the Code of Ethics Committee. The Engagement & Communications Officers, Ethan Stryde and Laure Piccetto, provided support to the Nominating Committee.

## **MEMBER ENGAGEMENT**

We continue to work towards improving member engagement in different ways, including Chapter Tours to host member consultations on various initiatives, sending an annual member survey to determine how members view our communications, what kind of engagement they prefer, and how we can improve. Based on member feedback, NBASW adapts to provide recommended webinar topics, Standards and Guidelines of Practice, and the type of content we include in member communications. Additionally, the Registrar, Registration Officer, Director of Policy & Member Engagement, and Consultant attended several presentations with the schools of social work and met with students to discuss student engagement. If you have any ideas for engaging members, please feel free to reach out to us at [info@nbasw-attsnb.ca](mailto:info@nbasw-attsnb.ca).

## **SOCIAL MEDIA & DIGITAL COMMUNICATIONS**

Email communications, social media, and website engagement are ongoing. We continue to promote wellness through wellness contests on our English and French Facebook pages. Our Facebook platform is available to follow for continuing education opportunities, social justice updates, announcements, contests, and more, while our website contains news announcements, continuing education and employment opportunities, and member resources.

NBASW also continues to send regular emails to members, including newsletter updates, events, member consultations, and education/employment/research opportunities.

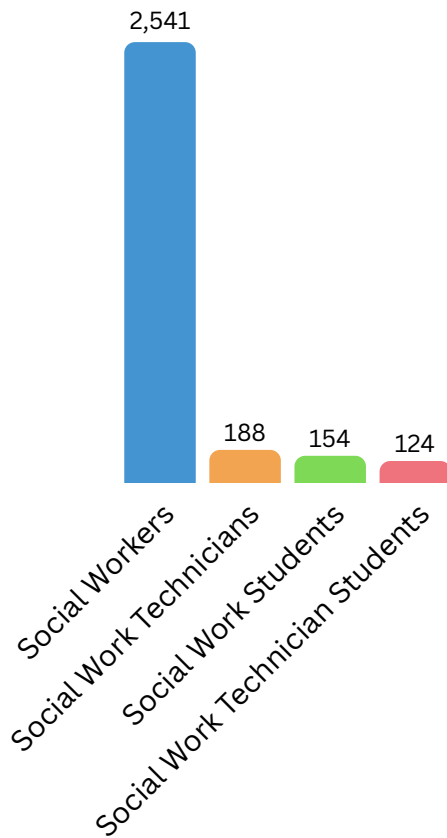
Of those emails, the average open rate was 54.26%. The industry standard open rate is ~25%. We remain significantly above this average in both official languages and want to thank members for being so engaged with important updates and opportunities.



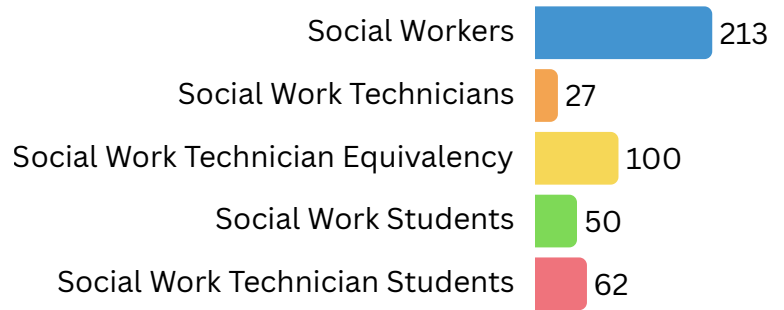
## MEMBERSHIP

On March 31, 2026, the total number of registered NBASW members was 3,007. The number of approvals approved by the Registrar was 546, which is more than 125 from last year. Additional member statistics can be found on page 31 for breakdowns of members by language, education, chapter, and category of membership.

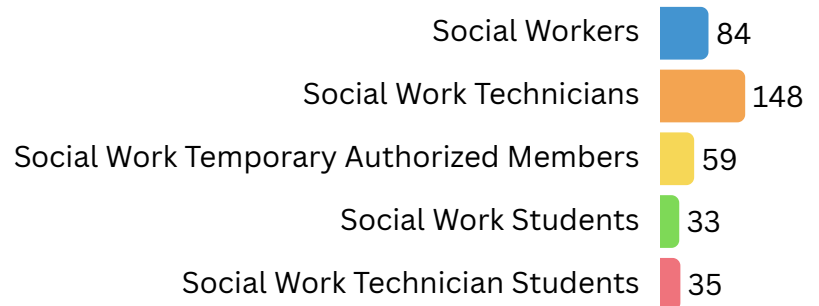
### Registered Members (3,007)



### New Approvals (546)



### Difference in the Number of Members from 2024-2025 to 2025-2026

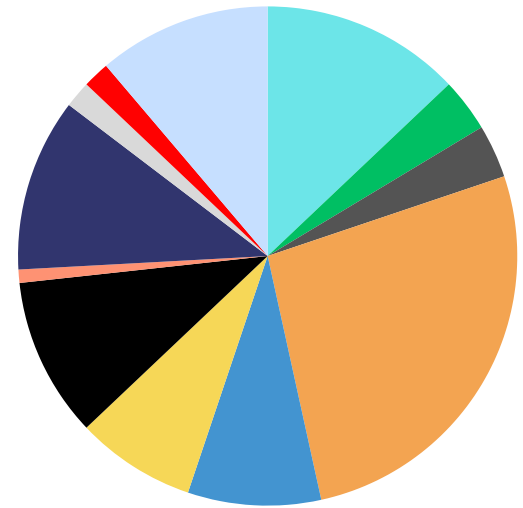
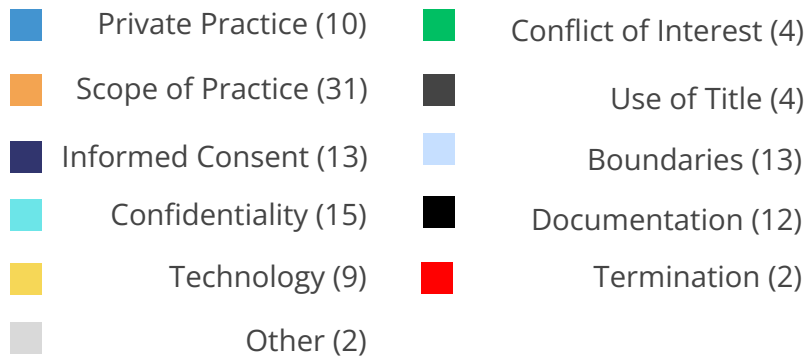


## ETHICS

As Registrar, Martine Paquet provided numerous ethical consultations to members, employers, students, and the general public. The most frequent inquiries involved questions related to scope of practice, confidentiality, and informed consent. During the 2025–2026 year, a total of 115 ethical consultations were provided, representing an increase of 33 consultations compared with the previous year.

The NBASW provided information sessions on the NBASW Code of Ethics to NBCC SSCW students, as well as to social work students at UMPI and STU. If your chapter or place of employment would like to receive a presentation on the Code of Ethics, on the NBASW Disciplinary process, or on other NBASW Standards and Guidelines, please contact the Registrar by email [martine.paquet@nbasw-attsnb.ca](mailto:martine.paquet@nbasw-attsnb.ca) or by phone at (506) 444-9196.

## Ethical Consultations During the Year 2025-2026



## COMPLAINTS

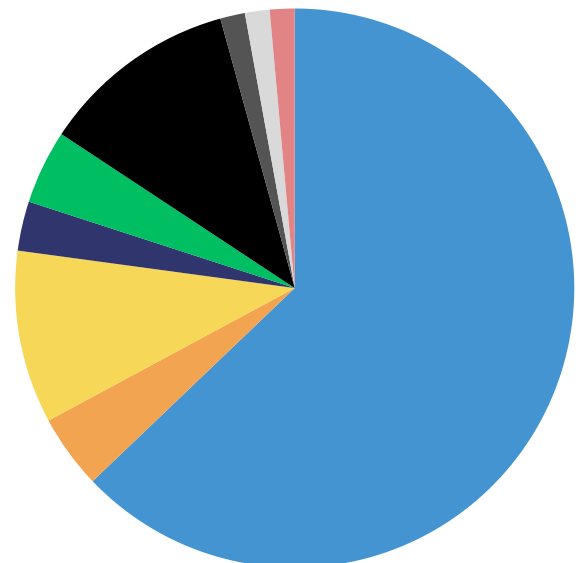
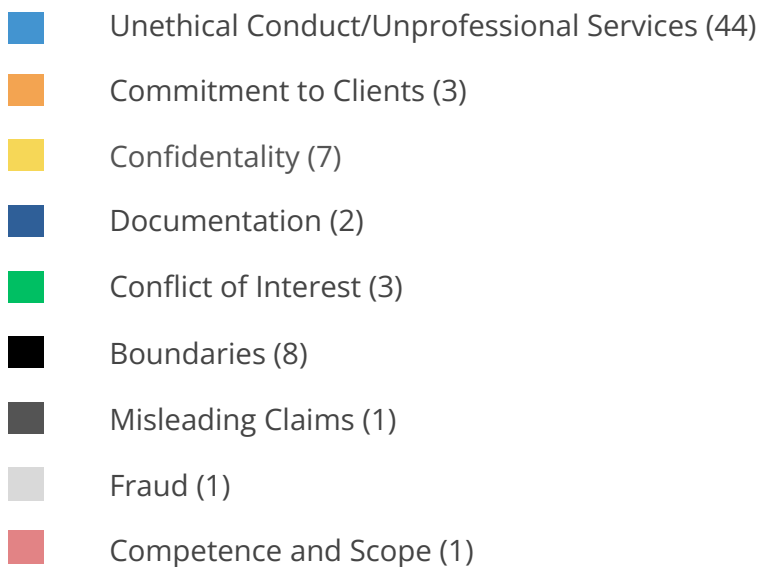
From April 1, 2025, to March 31, 2026, the Complaints Committee received 62 new complaints, and 12 complaints were carried over from the previous year. Of these 74 complaints, 45 were dismissed and 8 were referred to the Discipline Committee. There were 21 ongoing complaints as of March 31, 2026.

During the 2025-26 year, the committee held 22 meetings and considered 53 complaints. The average time spent on dealing with the 53 complaints was 79 working days (from the day the complaint was received until the day the committee made its decision). The average time spent on dealing with the 53 complaints was 66 working days (from the date of receipt of the Reply to when the Panel renders a decision).

Please see the Complaints Committee report for additional information.

### Issues Raised in 62 New Complaints\*

*\*Note: Complaints often raise several issues.*



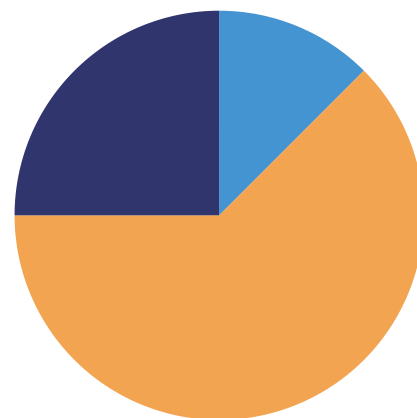
## DISCIPLINE

From April 1, 2025, to March 31, 2026, the Discipline Committee received 8 new complaints, and 5 complaints were brought forward from the preceding year, for a total of 13 complaints. Of these 13 complaints, 8 were completed, either by voluntary submission or a disciplinary hearing, and 5 are still underway. The average time to deal with 8 discipline cases was 70 working days (from the day the complaint was sent to the Discipline Committee to the day the decision of the Discipline Committee was sent to the Complainant and Respondent). Please see the Discipline Committee report for additional information.

### Issues raised in 8 new matters that were referred to the Discipline Committee in 2025-2026\*

*\*Note: Complaints often raise several issues.*

- Documentation (1)
- Unethical Conduct / Unprofessional Services (5)
- Confidentiality (2)



## PROFESSIONAL FUNDS, BURSARIES, AND GRANTS

This year, the NBASW was very happy to be involved in issuing \$9,513.50 worth of funds, bursaries and grants directly to members to support training and learning opportunities! This includes the Professional Development Fund which is distributed to NBASW members who present a webinar training opportunity for social workers in their area of knowledge, expertise and/or practice.

### Partners

Many of NBASW's bursaries, grants and funds are offered at no cost to our members, as part of our commitment to members to create non-dues revenue and offer professional development. Our 2025-2026 bursary and Continuing Professional Education (CPE) funding partners included:

- The Office of Women and Gender Equity, of the Province of New Brunswick (\$20,000 over two years)
- Co-operators Insurance (\$3,500)
- BMS (\$1,500 per year, up to \$3,000)
- UNI Financial Corporation (\$2,500)

Thank you to all partners for supporting our members' professional development! We encourage members to review our [Member Benefits](#) for group rates and more information on our partners' services.

**In 2025-2026 the NBASW was involved in disbursing \$9,513.50 to support professional development.**

## 2025-2026 Bursary, Grant and Fund Recipients:

- Marie-Paule Deveau was the recipient of the NBASW Bursary (valued at \$500).
- Dominique Methé was the recipient of the Co-operators Bursary for Members (valued at \$500).
- Nadine Villegas received funds through the UNI Bursary for Student Members (valued at \$500).
- Heather Burns Damhar was a recipient of the UNI Education Grant (valued at \$1,000).
- Mekayla Léger was a recipient of the UNI Education Grant (valued at \$1,000).
- Melanie Gauthier was the recipient of the Co-operators Student Bursary for a student enrolled in the University of New Brunswick-Saint John Bachelor of Social Work program (valued at \$500).
- Leslie Michaud was the recipient of the Co-operators Student Bursary for a student enrolled in the Université de Moncton Bachelor or Master of Social Work program (valued at \$500).
- Laura Steeves was the recipient of the Co-operators Student Bursary for a student enrolled in the mainstream St. Thomas University Bachelor or Master of Social Work program (valued at \$500).
- Oumay Fatima Ezzahrae was the recipient of the Co-operators Student Bursary for a student enrolled in a recognized social work technician program at Collège Communautaire du Nouveau-Brunswick (valued at \$500).
- Justin Pothier was the recipient of the Co-operators Student Bursary for a student enrolled in a recognized social work technician program at New Brunswick Community College (valued at \$500).
- Sarry Lilly was the recipient of the Co-operators Student Bursary (valued at \$500).
- Erica Vienneau received the CASW & NBASW Grant to provide in-demand professional education to our members, made possible by BMS (valued at \$1,680).
- Tara Pelletier and Marie-Pier Leroux were the recipients of the NBASW Professional Development Fund (in the amount of \$643.50).
- Laura Steeves was granted \$690 to support her research on what enables people to stay in the social work profession long-term.

Congratulations to all 2025-2026 recipients, we wish you the best in your educational and professional endeavors! Members can find more information on our Bursaries and Grants [here](#).

A sincere thank you to all 2025-2026 NBASW & CASW Grant and Professional Development Fund presenters for sharing your knowledge and experience with members!

Applications for this year's Professional Development Fund are now [open](#)!

*We encourage members who would like to know more about offering a webinar in French and/or English through this fund to contact the NBASW.*

## CONTINUING PROFESSIONAL EDUCATION

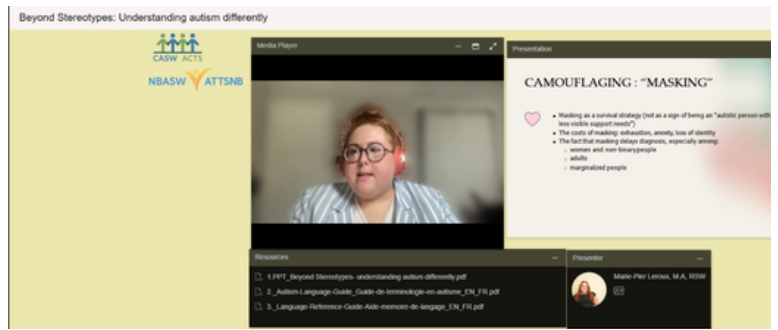
The NBASW continues to develop and coordinate free annual professional education to support members in meeting the [continuing professional education requirements](#).

## Free NBASW Mandatory Ethics Trainings

This year the NBASW developed a free training to support the inclusion of social work technicians, the Training Pertaining to the [Scopes of Practice](#).

## Free NBASW Webinars

The NBASW Partners with CASW to provide free live and on demand training through the [CASW Webinar Platform](#).



*Snippet of the 'Beyond Stereotypes: Understanding Autism Differently' webinar hosted by Marie-Pier Leroux*

Members who have not yet accessed this resource can create your CASW login here: <https://www.casw-acts.ca/en/user/register/>

This year, the NBASW coordinated 13 free webinars for members, 5 in French, and 8 in English, which are now available on demand:

- **Series on the Office of the Public Trustee**

- [The Role of the New Brunswick Public Trustee](#) with Christian Whalen and Shannon Benjamin.
- [The Supported Decision-Making and Representation Act at Two Years Old](#) with Christian Whalen and Shannon Benjamin.
- [The Role of Social Workers in support of Public Trustee Services](#) with Christian Whalen and Shannon Benjamin.
- [Le Role du Curateur Public du Nouveau-Brunswick](#) avec Christian Whalen et Nicolas Brouard-Ayres.
- [La Loi sur la prise de décision accompagnée et la représentation; Le bilan de deux ans](#) avec Christian Whalen et Nicolas Brouard-Ayres.
- [Le rôle des travailleuses et des travailleurs sociaux et les services du curateur public](#) avec Christian Whalen et Nicolas Brouard-Ayres.

- **Professional Development Fund Webinars**

- [Beyond Stereotypes: Understanding autism differently](#) with Marie-Pier Leroux.
- [Au-delà des stéréotypes : comprendre l'autisme autrement](#) avec Marie-Pier Leroux.
- [Trauma-Informed Care when Working with Children & Youth](#) with Tara Pelletier.

- **Series on Intimate Partner Violence with a focus on Older Adults**

- [Intimate Partner Violence Evolves with Age](#) with Shelley Murray.
- [Seen and Heard: Supporting Older Survivors](#) of Intimate Partner Violence with Shelley Murray
- [Seen and Heard: Supporting Older Survivors of Intimate Partner Violence](#) with Shelley Murray
- [La violence entre partenaires intimes évolue avec l'âge](#) avec Sylvie LeBlanc.
- The remainder of the series was presented in April, 2026 and can be viewed [here](#).

- An additional 27 free English webinars were made available to members [here](#) through our partnership with CASW!

- An additional 20 free French webinars were made available to members [here](#) through our partnership with CASW!

In 2025-2026, 1,022 participants attended new NBASW webinars in English and 170 participants attended new NBASW webinars in French; this includes both NBASW and CASW members. The NBASW continues to prioritize coordinating and promoting training opportunities in both official languages. This is done both through coordinating our own webinars and through collaborating and advocating for this initiative with our national partners.

The NBASW thanks the CASW for their continued collaboration in providing this member service.

**A total of 60 new free professional trainings became available to NBASW members in 2025-2026.**

### **Partner**

The NBASW thanks the Office of Women and Gender Equity of the Province of New Brunswick who have partnered with us by providing \$20,000 over two years. These funds support offering a series of 6 Webinars on Intimate Partner Violence with a focus on older adults, as part of the National Action Plan to End Gender-Based Violence (NAP). These webinars were presented by NB Social Workers Shelley Murray (in English) and Sylvie LeBlanc (in French), with four of the 6 Webinars presented in March 2026, as seen listed under [Free NBASW Webinars](#).

### **2024-2025 Member Deals on Professional Education Resources**

NBASW membership includes access to many education and professional resources above and beyond free training and webinars presented by the Association. A full updated list of NBASW member benefits and special offers can be found [here](#).

The NBASW welcomes future partnerships to support social workers and social work technicians in their professional development.

### **2025-2026 Member Deals on Continuing Professional Education (CPE) Resources:**

NBASW added three new CPE discount partners to our offerings this year. NBASW membership now includes access to many education and professional resources above and beyond free training and webinars presented by NBASW.

#### **NBASW Membership Benefits:**

- [NBASW Ethics Training](#) and [Free NBASW Webinars](#) - Free
- Was available until March 31, 2026: [PESI Canada](#) - (Almost) everything available for \$99.
- NEW: [SickKids CCMH Learning Institute](#) – 20% off with promo code NBASW20
- NEW: [Health Links Education](#) - 15% discount with promo code NBASW15
- [ACHIEVE Centre for Leadership](#) – 15% discount with promo code NBASW15
- [Crisis and Trauma Research Institute \(CTRI\)](#) - 15 % discount with promo code NBASW15
- An updated list of NBASW member benefits and special offers can be found [here](#).

### CASW Membership which includes:

- [CASW Webinar Platform - Free](#)
- [CASW Private Practice Portal – Free](#)
- [Canadian Social Work journal – Free](#)
- [Canadian Social Work Review journal – Free](#)
- [Private Practice Portal - Free](#)
- [Learning Essential Approaches to Palliative Care \(LEAP\) - Log in – 20% discount](#)
- [IFSW Membership](#)
- [A list of all CASW benefits, including group rates for insurance and other services, can be found here.](#)

### Website Resource Hubs

NBASW Members are reminded of the following website resource hubs to peruse at your leisure for your continued wellness, practice, and development:

- [Wellness Resources](#)
- [Member Benefits](#)
- [Continuing Professional Education](#) Opportunities
- Member [Resources](#) (Code of Ethics, Scopes of Practice, Standards and Guidelines, etc)

Thank you to members for participating in continuing professional education through the NBASW and our partners. We look forward to building upon our selection of training opportunities in the coming year!

## FOREIGN QUALIFICATION RECOGNITION (FQR) PROGRAM

As part of its Recruitment and Retention Strategy (2023-28), the NBASW obtained three years of funding from the New Brunswick Department of Health to develop a Foreign Qualification Recognition Program for social workers with international degrees. The program is designed to facilitate recruitment and simplify the registration process in New Brunswick.

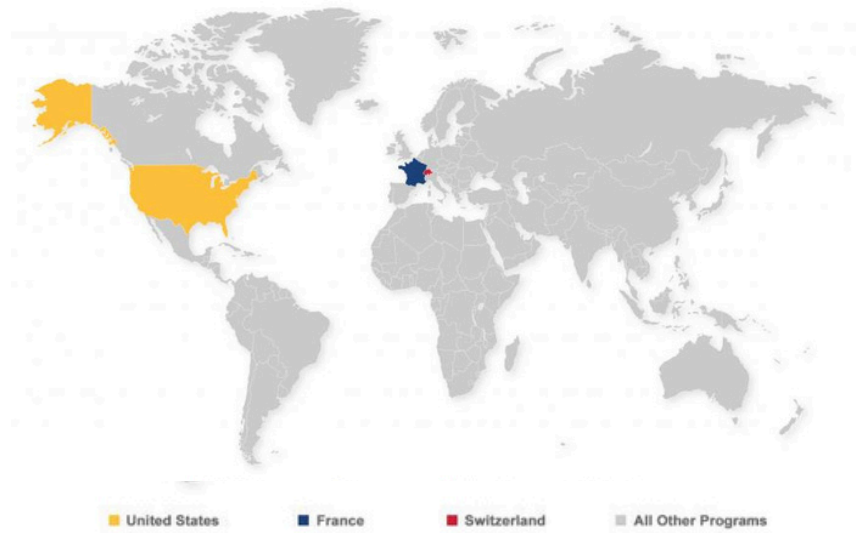
As the second year of the program comes to an end, significant progress has been made. In 2025, the Board of Directors approved the recognition of mutual recognition agreements between Quebec and France, as well as between Quebec and Switzerland, promoting professional mobility and qualification recognition.

At the same time, politics and procedures have been developed for candidates with practical or academic gaps. These include enabling people to register as social work technicians while they complete the required courses, to have their work experiences recognized, and, if necessary, to get a conditional licence so that they can make up for their missing field work hours.

To make the process more accessible, a dedicated web page for social workers with international qualifications was developed and is now accessible on the NBASW website.

The social work technician paraprofession has also been part of these developments, enabling technicians trained abroad to apply for registration through a substantial equivalency process, ensuring a consistent, accessible, and equitable approach.

Finally, the work continues thanks to continued cooperation with colleges and universities to develop agreements facilitating access to microcredits and helping candidates to upgrade their education.



*Map identifying internationally recognized programs.*

The NBASW thanks the Department of Health for its support and is pleased with the progress that has been made and looking forward to making more progress as the project continues!

## PROMOTIONAL CAMPAIGN

The second phase of the Child Protection Social Work Campaign ran in 2025-2026. The Campaign intended to bring awareness to the important role of child protection social workers. The public campaign was made possible with NBASW's partnership with the Department of Social Development.

The initial phase of the campaign took place in 2023-2024 and was highly successful. The concept of the campaign consisted of a social experiment of 10 New Brunswickers listening to a quote from a child's real story and matching it to the person who saved them. From a selection of a firefighter, a police officer, a paramedic, a surgeon, and a social worker, no one selected the social worker for any of the five quotes. In addition to this social experiment, child protection social workers Annie Mallet & Trevor Breen each share the realities and misconceptions of child protection social work and why they love this profession. Due to its strong impact, the messaging was used again, with a heavy focus on Trevor and Annie's testimonials, and produced even better results this time around.

The campaign generated 13 million impressions, 188,000 clicks, and a 1.51% click-through rate. The videos were viewed 4,752,435 times, generated 13,067,873 impressions, and 188,979 clicks.

We are happy to report that with the help of the m5 Marketing and Communications firm, these performance statistics all exceed industry benchmarks and the previous phase of the campaign, and indicate the continuous improvement of New-Brunswicker's perception of social workers.



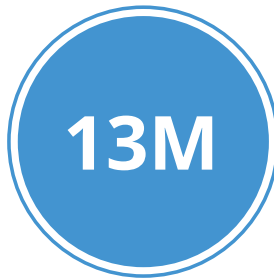
Trevor Breen, RSW



Annie Mallet, RSW

**Impressions**

Across all platforms, the campaign generated **13 million** impressions



**Clicks**

Across all platforms, the campaign generated **188 thousand** clicks



**Average CTR**

The campaign averaged a clickthrough rate of **1.51%**



**Views**

The campaign generated approximately **4.7 million** video views online



## SOCIAL WORK TECHNICIAN EQUIVALENCY APPLICATIONS

The NBASW Act (2024) received Royal Assent on June 7, 2024. The NBASW immediately began accepting applications for social work technician membership, both from graduates of recognized social work technician programs and from those working in the field applying for social work technician equivalency. The social work technician equivalency period remained open until June 7, 2025.

NBASW received a total of 280 social work technician equivalency applications, and 198 of which have been approved to date.

We thank all applicants for submitting their applications.

## NBASW AWARDS

The NBASW periodically provides awards to exceptional members for their accomplishments in the social work field. The Raoul Léger Award, the Debbie Nason Social Work in Health Care Award, and the CASW Distinguished Service Award are available for nomination each year. This year, there are two award recipients to announce:

### **Raoul Léger Memorial Award**

The Raoul Léger Memorial Award is presented yearly to a social worker in New Brunswick who has made a significant contribution to the advancement of the practice of social work and social justice in New Brunswick. This award is presented in memory of Raoul Léger, a social worker who devoted his career and gave his life for the advancement of social justice in Guatemala.

The 2026 Raoul Léger Award recipient is **Donna Phillips**. Donna has overseen numerous BSW and MSW field placements, engaged extensively with community organizations, emphasized anti-oppressive practices, offered countless pro bono services, and championed the rights of vulnerable populations and clients. The Association looks forward to celebrating Donna at the Annual Raoul Léger Banquet.



**Donna Phillips**  
*Raoul Léger Memorial  
Award Recipient*

### **CASW Distinguished Service Award**

The CASW Distinguished Service Award is given yearly by the Canadian Association of Social Workers (CASW) during Social Work Month, to an individual or group of individuals selected from their membership by each provincial association.

This award is given in recognition of outstanding contributions to the field of social welfare and to the profession of social work in Canada. The 2026 CASW Distinguished Service Award recipient is **Jeannine Bourque**.

Jeannine is a Transfer of Learning Specialist for the Department of Social Development. Before her current position, Jeannine spent years working on the front lines, helping numerous individuals and families in roles including Long-Term Care Services, supervising a full Team as a clinical supervisor in Child Welfare Services, supervising social work students, conducting forensic interviews, and providing supportive work with victims of sexual abuse.



**Jeannine Bourque**  
*CASW Distinguished Service  
Award Recipient*

Jeannine is revered by her peers. She is a leader who sets a positive example for everyone she collaborates with, including coworkers, clients, students, and other professionals she partners with.

Her influence is extensive, seen in many New Brunswickers who have benefited from her expertise and knowledge as a social worker.

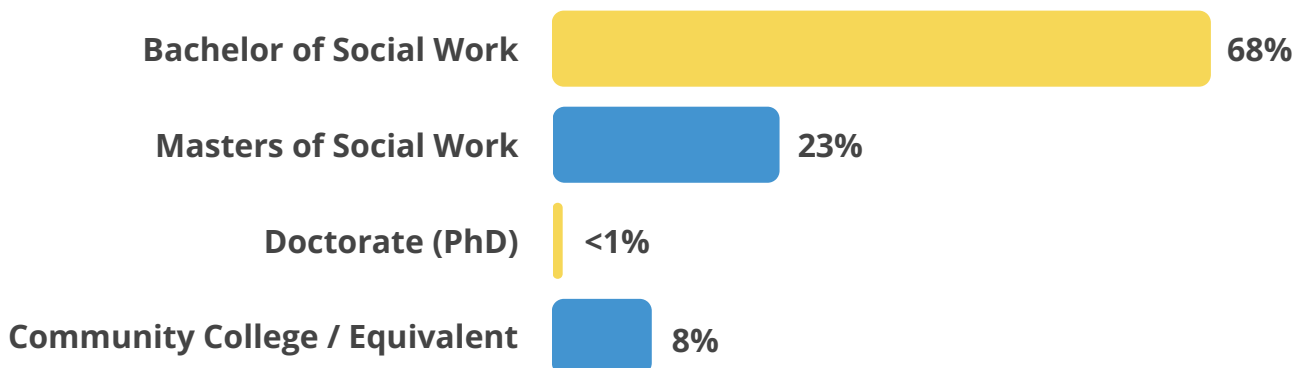


*CASW Distinguished Service Award Celebration for Jeannine Bourque during Social Work Month*

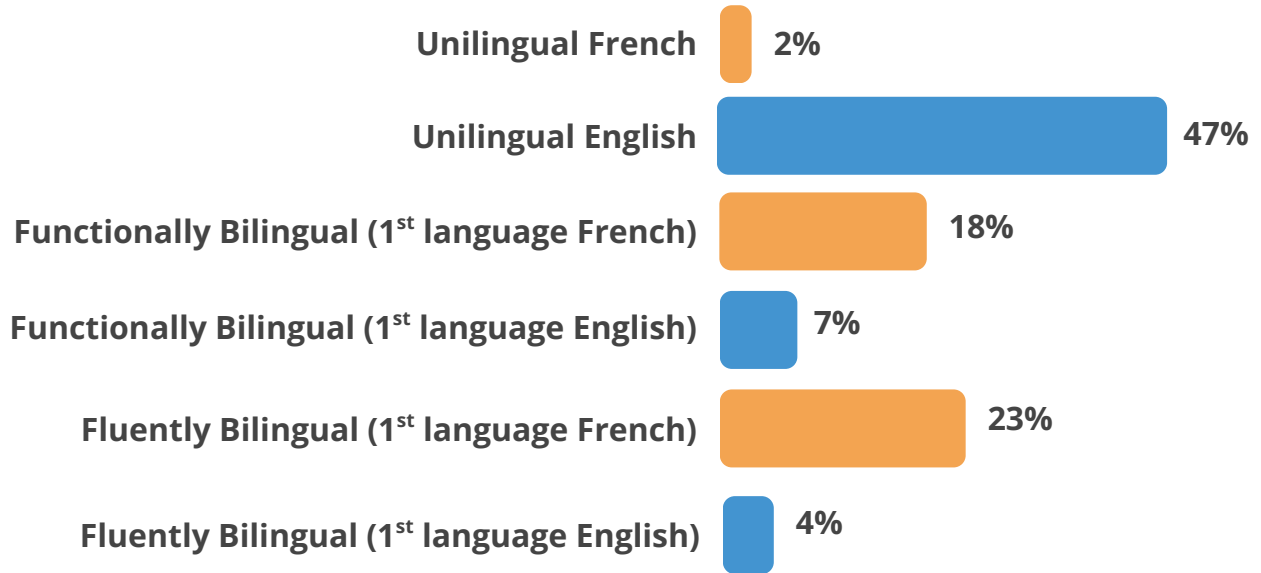
# Member **Statistics**

*Student member statistics are only included in the members by category section.*

## MEMBERS BY EDUCATION



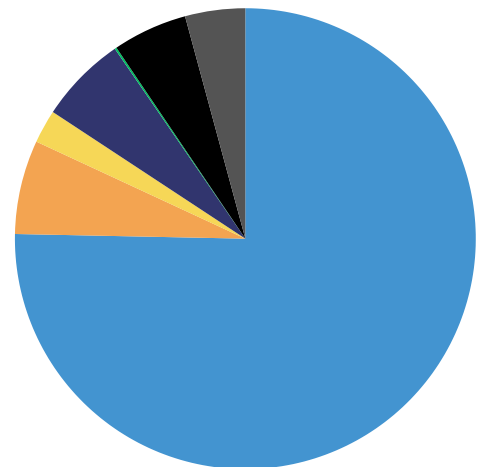
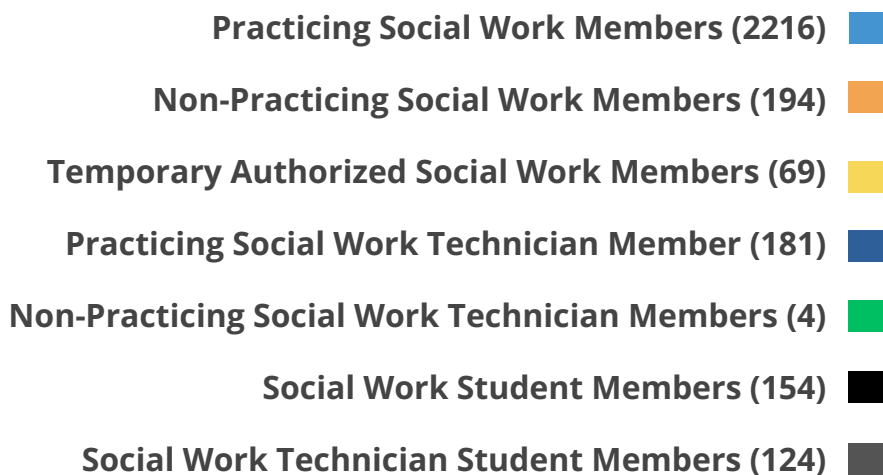
## MEMBERS BY LANGUAGE



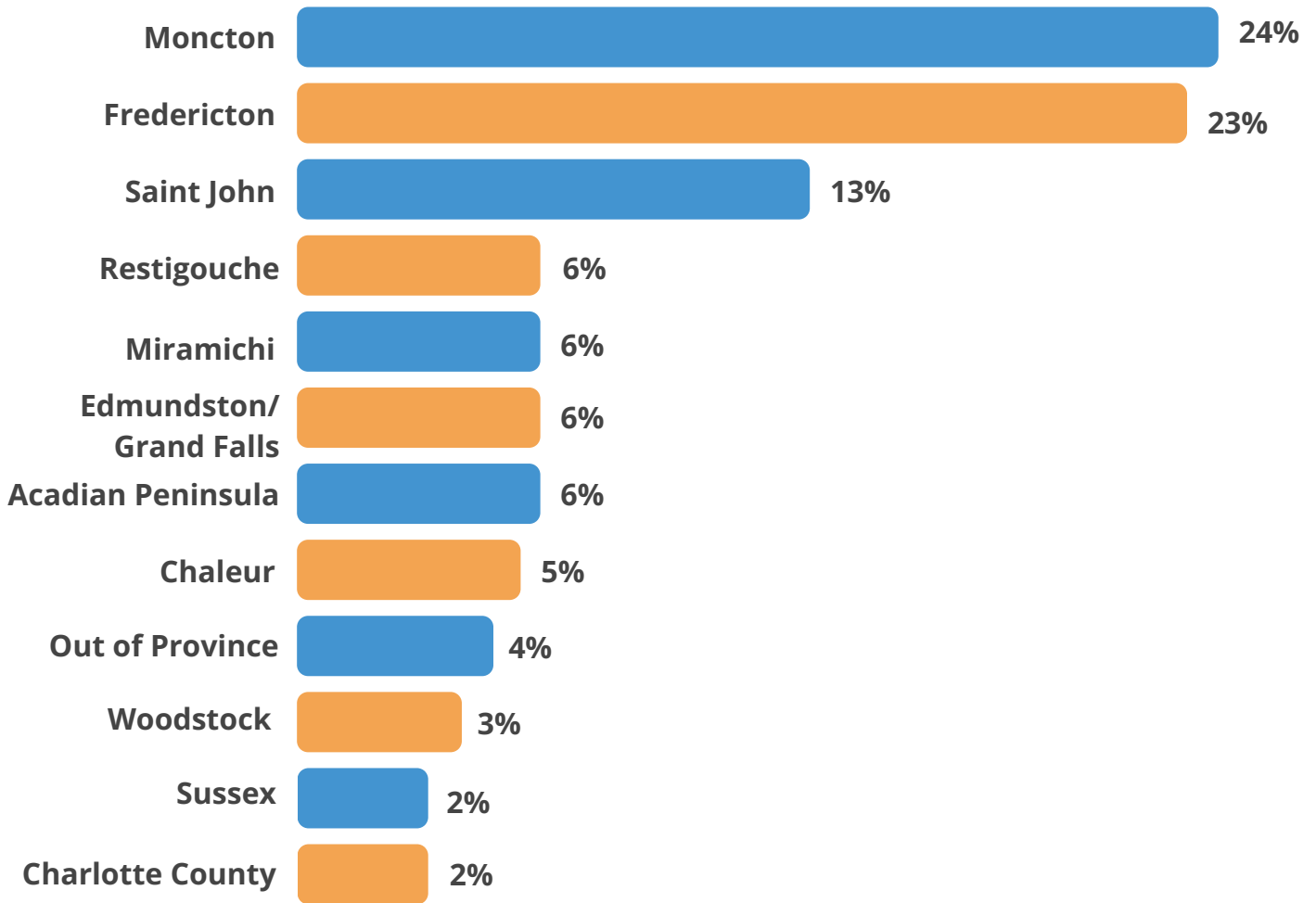
*Members speak many non-official languages, including:*

- Mi'kmaq
- Wolastoqiyik
- Sign Language
- Chinese
- Vietnamese
- Arabic
- Bengali
- German
- Spanish

## MEMBERS BY CATEGORY



## MEMBERS BY CHAPTER



# Communications **Statistics**

## FACEBOOK

Our Facebook pages continue to perform extremely well. As of March 31, 2026, the Facebook pages had a combined 4,802 followers, an increase of 15% from last year.

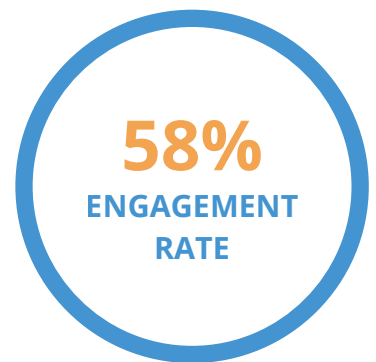
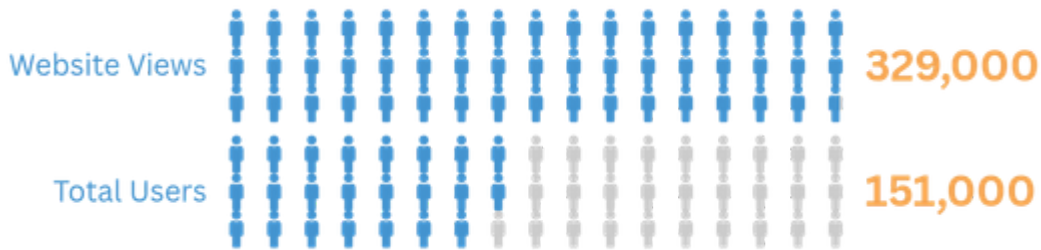
 **4,802**  
FOLLOWERS



## NBASW STATISTICS

- ✓ Satisfaction with NBASW Communications **93%**
- ✓ Participation in the NBASW Survey **17%**
- ✓ Open rate of the Quarterly Newsletter **67%**
- ✓ Followers on the NBASW Facebook Pages **4802**

## WEBSITE



# CASW Representative's Report

This year marked a historic milestone for the Canadian Association of Social Workers (CASW) as it officially launched its 100-year anniversary under the theme "Reflecting on Our Past, Reimagining Our Future."

Throughout the year, coordinated efforts in social media management, visual design, and national campaign development supported both the centennial celebrations and National Social Work Month. CASW continued to demonstrate strong national leadership through strategic advocacy and policy engagement.

A significant milestone was achieved with the Government of Canada confirming that social workers are eligible for Canada Student Loan Forgiveness, representing a historic policy success.



***Géraldine Poirier Baiani, BSW, RSW***  
*CASW Representative*

Broader advocacy efforts included formal submissions calling for the inclusion of social workers on federal advisory councils and raising concerns regarding co-payments under the Interim Federal Health Program.

CASW advanced a national campaign to recognize social workers as Public Safety Personnel and also played an active role in national coalitions advocating for reform of the Disability Tax Credit, emphasizing accessibility and reduced administrative burden for applicants.

Emerging policy areas remained a priority, particularly in advancing ethical and effective applications of artificial intelligence in mental health. CASW contributed to national advisory initiatives and conducted environmental scans on key issues, including, automatic tax filing systems to reduce poverty, and social prescribing as an approach to addressing the social determinants of health.

CASW strengthened its commitment to equity, diversity, inclusion, and reconciliation through meaningful national collaborations. In partnership with the National Africentric Social Work Circles, CASW established two new recognitions: the Senator Wanda Thomas Bernard Legacy Award and Africentric Social Work Student Leadership Scholarships. These initiatives highlight leadership and excellence within Africentric social work practice.

The Association also supported the development of Black social work networks across provinces and advanced discussions toward establishing a National Indigenous Mental Wellness Workforce Association, supporting Indigenous-led workforce development. CASW contributed to national advocacy through the Disability Without Poverty coalition and supported initiatives addressing extremism prevention, community resilience, and inclusive policy development.

CASW continued to build organizational capacity through strengthened governance and partnerships. As of April 1, progress was made toward an Affiliation Agreement with the Association québécoise des travailleuses sociales et des travailleurs sociaux (AQTS), reinforcing national collaboration across jurisdictions.

CASW also submitted a written brief as part of the Pre-Budget Consultations in advance of the 2026 federal budget. The submission urged the federal government to invest in three key areas: again, recognizing social workers as Public Safety Personnel, undertaking a national study on mental health and substance use parity, and funding a comprehensive social work sector study to support health human resource planning.

CASW raised significant concerns regarding federal policy changes affecting refugees and asylum seekers. The Association expressed opposition to legislative and regulatory shifts, including Strengthening Canada's Immigration System and Borders Act, citing concerns about the blending of criminal law and refugee policy. CASW also reiterated its call for the suspension of the Safe Third Country Agreement, highlighting ongoing risks to refugee claimants.

Further advocacy addressed changes to the Interim Federal Health Program, including the introduction of co-payments effective May 1, 2026. CASW emphasized that these measures could lead to increased health crises among vulnerable populations and would not result in long-term cost savings.

CASW maintained active engagement across several committees, including the Code of Ethics Review, EDIB Committee, National Clinical Best Practices Committee, and Awards Committee. The AI and Social Work Project progressed significantly, with 23 proposals reviewed through a standardized evaluation framework.

Professional development remained a cornerstone of CASW's work. A wide range of webinars and learning events were delivered, addressing topics such as radicalization prevention, perinatal substance use, autism awareness, and Africentric and anti-oppressive practice. Partnerships were expanded to enhance continuing education opportunities, including exploring access to discounted professional training for members.

CASW advanced the Social Work Preventing Radicalization and Violent Extremism initiative through national webinars, stakeholder consultations, and multi-sectoral engagement. Planning efforts included the development of a National Advisory Committee and in-person engagement opportunities. Tools such as needs assessments, resource materials, and partnership strategies were developed to support the initiative's long-term impact.

In conclusion the 2025–2026 reporting period reflects CASW's strong momentum in advancing advocacy, fostering innovation, and strengthening the social work profession across Canada. As the Association celebrates its centennial year, it remains well-positioned to lead transformative change and support social workers in addressing the country's most pressing social challenges.

This year, like every year, also provided an important opportunity to recognize excellence within the profession. During Social Work Month, a special acknowledgment was given to Jeannine Bourque, recipient of the 2026 CASW Distinguished Service Award. Her contributions, along with the dedication of social workers across New Brunswick and nationwide, underscore the vital role of the profession at local, national, and international levels.

Respectfully submitted,

**Géraldine Poirier Baiani, BSW, RSW**  
**CASW Director for the NBASW**

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# Mi'gmaq First Nation Representative's **Report**

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My name is Alex Knockwood. I'm the Indigenous representative for the NBASW, and I am a member of Fort Folly First Nation, a small but rapidly growing community.

This year has brought continued change within social work, particularly as federal shifts and evolving systems impact indigenous frontline practice.

Our work remains complex and relational, especially when engaging with Indigenous people and communities, where experiences and needs are diverse and community-specific.

I am grateful for the opportunity to support the facilitation of this year's Annual General Meeting. This has allowed me to stay connected to the work in a meaningful way and to contribute to spaces that bring people together for shared learning and reflection.

What continues to stand out is the growth happening across our profession. There is an increasing focus on culturally grounded, relational, and trauma-informed approaches, and a stronger recognition of the importance of connection and understanding in the work we do.

I look forward to coming together at the AGM, connecting with colleagues, and continuing these important conversations.

There is positive movement happening, and I am hopeful for the continued growth ahead.

**Alexandria Knockwood, RSW**  
**NBASW Mi'gmaq First Nation Representative**



***Alexandria Knockwood, BSW, RSW***  
*Mi'gmaq First Nation Representative*

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# Committee Reports

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A number of committees help complete the NBASW's important work. The NBASW has two types of Committees:

**Regulatory Committees** - Responsible for the activities related to registration, complaints and discipline of membership, mandated by the Provincial Act.

These committees are the:

- Committee of Examiners;
- Complaints Committee;
- Discipline Committee; and the
- Nominating Committee.

**Ad Hoc Committees** - Committees set up by the Board for a limited time to address a particular issue or interest. Current ad hoc committees are the:

- Social Work Recruitment and Retention Strategy Committee; and the
- Code of Ethics Committee.

The following reports represent the ongoing work of active committees.

## COMPLAINTS COMMITTEE

The Complaints Committee of the NBASW is mandated to review complaints, responses, and all other relevant information. Under subsection 17(6) of the Act, the Complaints Committee is required to consider and investigate the conduct of a member or former member when a written complaint has been filed with the registrar.

The Complaints Committee panel is made up of at least two NBASW members and one public representative who is appointed by the Minister of Health. These are the members of the Complaints Committee in 2025–26 : Claude Savoie, member and Chair; Jenny Tracey, member; Chantal Bourassa, member; Lia Daborn and Lisa LePage, public representatives.

With regard to the committee's mandate, members can dismiss a complaint, take appropriate action to resolve it, or refer it to the Discipline Committee. On complex issues, the committee may consult the NBASW's legal counsel for legal advice on action to be taken. When a complaint requires more thorough investigation, the committee can request the services of an investigator. As Chair of the committee, I can attest that each complaint is thoroughly reviewed without prejudice and that the committee follows procedure in that regard.

- **62 new complaints were received in 2025-2026.**
- **12 complaints were carried over from the previous years.**
- **Of these 74 complaints, 45 were dismissed and 8 were referred to the Discipline Committee.**
- **There were 21 ongoing matters as of March 31, 2026.**

Over the last year, from April 1, 2025, to March 31, 2026, the Complaints Committee received 62 new complaints, and 12 complaints were carried over from the previous year. Of these 74 complaints, 45 were dismissed and 8 were referred to the Discipline Committee. There were 21 ongoing complaints as of March 31, 2026.

The committee meets at least once every two weeks and considers between one and five complaints. Members spend one to two hours preparing. During the 2025-26 year, the committee held 22 meetings and considered 53 complaints.

The average time spent on dealing with the 53 complaints was 77 working days (from the day the complaint was received until the day the committee made its decision). The average time spent on dealing with the 53 complaints was 66 working days (from the date of receipt of the Reply to when the Panel renders a decision).

**The average time spent on dealing with the 53 complaints was 66 working days (from the date of receipt of the member's Reply to when the Panel renders a decision)**

*Reasons why a complaint matter may have incurred delays include, but are not limited to:*

- *The Committee requested additional information from either the complainant, the respondent, or other individuals;*
- *The Committee requested a copy of the court's decision;*
- *Respondent requested additional time to provide their written response;*
- *The Committee did not have quorum, and had to postpone the meeting(s).*

Je tiens à remercier les membres du Comité des plaintes et la registraire, Martine Paquet, pour le dévouement dont elles font preuve et son apport au Comité.

**Claude G. Savoie, RSW**  
**Complaints Committee Chair**

## DISCIPLINE COMMITTEE

The Discipline Committee is a regulatory committee mandated to deal with disciplinary matters involving members under the provincial Act governing the NBASW (2024). The Discipline Committee of the NBASW is made up of the following members: Geneviève Bourgeois Breau, Carla Gregan-Burns, Cindy Marshall, Eileen Gauthier, Carole Poitras, and Jennifer-Anne Geddes, as regular members, Odette Comeau Lavoie and Pierre Martin as public representatives, and Geneviève Forest-Allard, committee Chair.

Disciplinary hearings, whether in person or virtual, are held by a panel of the Discipline Committee made up of at least three members, including a public representative appointed by the Minister of Health under the 2024 Act governing the NBASW, a regular member, and a member who chairs the panel. In some situations, to ensure proper representation, we may add other members to the panel.

In the last fiscal year (2025–2026), the Discipline Committee received 8 new complaints, and 5 complaints were brought forward from the preceding year, for a total of 13 complaints. Of these 13 complaints, 8 were completed, either by voluntary submission or a disciplinary hearing, and 5 are still underway. The average time to deal with 8 discipline cases was 70 working days.

Reasons why a discipline matter may have incurred delays included, but are not limited to:

- Hearing dates were postponed;
- Difficulty finding a hearing date that worked for all participants;
- Matters were resolved between legal counsels;

The various sanctions levied by the committee during the year included the following: written reprimands placed in Respondents' files; the publication of summaries of disciplinary matters, with or without names; supervision for a specific time; professional development assignments dealing with the subject of the complaint; fines totalling \$ 14,100. I would also take this opportunity to remind all members that our association continues to develop excellent resources and make them available on the website. As active members, we have a professional responsibility to keep up to date on what is new in social work and on best practices.

Finally, thank you to the Discipline Committee members, who always come to meetings prepared and ready to work on the sensitive files our committee deals with, to our legal counsel, Dominic Caron, for his advice and support on sensitive matters, and to our Registrar, Martine Paquet, for her support, availability, and invaluable help with making this committee run smoothly.

**8 discipline cases were completed in 2025-2026. The average time spent on the 8 cases was 70 working days.**

**Member resources like the Code of Ethics, practice standards, and guidelines can be found on the [NBASW Website](#).**

In conclusion, I have been involved in the NBASW for several years, and I continue to consider my role as Chair of the Discipline Committee as an honour and a privilege. Thank you for placing your trust in me.

**Geneviève Forest-Allard, BSW, RSW**  
**Discipline Committee Chair**

## COMMITTEE OF EXAMINERS

In June 2019, the Committee of Examiners delegated to the Registrar the authorities in the NBASW Act and NBASW By-laws to approve new candidates. Since the delegation of authorities, the Registrar is now able to consider and approve all new candidates who are applying for membership with the Association in one of the following categories: Social Work Member, Social Work Technician Member, Temporary Authorized Member, and Student Members.

**The average number of working days between the reception of the final application document and the Registrar's approval is 5.38 working days.**

From April 1, 2025, to March 31, 2026, the total number of approvals approved by the Registrar was 546, which is more than 125 from last year. The following is a detailed breakdown of Registrar approvals:

- 173 Social work Member applications
- 33 Social Work Technician Member applications
- 120 Social Work Technician Equivalency applications
- 0 Social Work Technician -Substantial equivalency applications
- 69 Temporary Authorized Social Work Member applications
- 81 Social Work Student Member applications
- 0 Temporary Authorized Social Work Technician Member applications
- 70 Social Work Technician Student Member applications

The average number of working days between the reception of the final application document and the Registrar's approval is 5.38 working days (from the time the NBASW received the last application requirement until the file was reviewed by the Registrar + excluding Social Work Technician Equivalency applications). The Registration Officer also delivered information sessions to social work and social work technician students at UdeM, STU, UNBSJ, UMPI, NBCC and CCNB regarding the NBASW, the application process and membership benefits. The Committee of Examiners currently has open positions. If you are interested in joining, please contact the NBASW.

Respectfully submitted on behalf of the Committee,

**Martine Paquet, RSW**  
**NBASW Registrar**

## NOMINATING COMMITTEE

The Nominating Committee is a standing committee of the Association whose work is guided by NBASW By-Laws and procedures. The Committee leads the process for Board appointments and was called to review the 2026-2027 NBASW Board of Directors Treasurer Nominations. Among the calls for nominations sent to the membership, the Committee received one nomination.

The nomination was reviewed and recommended to the Board of Directors to be added to the Slate of Officers to stand for election. As the nominee stood unopposed, nominee Bill Innes was elected by acclamation to serve his second term as NBASW Treasurer. The Committee congratulates Bill Innes on obtaining the role of Treasurer for his second two-year mandate.

I want to sincerely thank the Committee members, Valerie DeLong, Mylène Comeau, Vicki Coy, and Carrie Levesque, for their interest, time, and participation.

**Ian Rice, RSW, MSW, PhD**  
**Nominating Committee Chair**

## RECRUITMENT & RETENTION STRATEGY STEERING COMMITTEE

This year, the NBASW led the third year of the 2023-2028 Social Work Recruitment and Retention Strategy, which continues to be led by a Steering Committee made up of key stakeholders. In addition to the NBASW, the Committee is composed of representatives of various government departments, regional health authorities, the Extra-Mural Program, provincial schools of social work, colleges, unions, and more!

Miguel LeBlanc, NBASW Executive Director, continues to chair the Committee while Keara Grey provides staff support. The Department of Post-Secondary Education, Training and Labour (PETL) has been a supporter of this initiative from the onset and again provided funding for the Association to retain the services of Laurie Bourque and Mitch Verrier of Kensington and Associates for the third year of the Strategy. Now, recognizing the important role that Kensington and Associates have played in supporting the Strategy's implementation and stakeholder relationships, PETL has committed to continuing this funding for the Strategy's fourth and fifth years.

The Strategy includes a total of seven strategic pillars, which are further subdivided into the two categories of General KPIs (1-4) and Specific KPIs (5-7). General KPIs are the overarching strategic goals and actions to aid in the recruitment and retention of social workers, across organizations and areas of practice and include Recruitment, Retention, Role, and Image. The Strategy also includes the three specific KPIs of Child Protection, Mental Health & Addiction Services, and School Social Work, to address specific pressure points within the system.

As of March 2026, the Strategy has 101 actions, 97 of which were active during the 2025-2026 fiscal year and 48 of which are now fully complete.

Recognizing the Strategy's end date of March 31, 2028, the NBASW is very pleased with the significant process that has been made this year and to date.

Improving data and reliability is a key component of the Strategy that will allow the Association to understand the Strategy's impact, long-term. To help achieve this goal, the NBASW releases an annual Member Survey on Recruitment and Retention. 596 social workers and social work technicians responded to the year two survey, allowing for rich data to be gathered.

The NBASW has also had the pleasure of working with DataNB in the development of a report on Social Worker Recruitment and Retention in New Brunswick.

By linking social worker registration data, university graduation records, and provincial Medicare data from 2010-2024, the report examines whether social work graduates remain in New Brunswick, register with the NBASW and stay registered and practice over time or whether they step away from the profession. The report finds that, although the workforce is increasing numerally, it may be growing more strained in meeting frontline needs.

### NOTABLE DATA POINTS

- **Social workers who are actively practicing have a 57% lower risk of unregistering compared to those not currently practicing.**
- **The number of registered social workers increased by 39% between 2010 and 2023 (from 1,635 to 2,275).**
- **On a per-capita basis, the number of social workers per 100,000 New Brunswickers rose by 25% (from 217 to 271).**

Recognizing that those born in New Brunswick have a higher likelihood of staying registered with the NBASW, the Strategy must continue to focus efforts on recruiting New Brunswickers to the profession. The Department of Post-Secondary Education, Training and Labour has committed funding for the partnership with DataNB to be a multi-year research effort.

Future report iterations will include important additions, such as social work technicians, reflecting the addition of a new provincial school of social work (UNBSJ), and incorporating data gained from the NBASW annual survey on recruitment and retention.

In line with the accountability structure that is built into the Strategy, the NBASW submits bi-annual report to a committee of deputy ministers, who are responsible for ensuring that the necessary progress is occurring within their respective departments. The NBASW is grateful that this Strategy has continued to be considered a priority across departments.

To inform NBASW members of the Strategy's progress, the NBASW continues to also release a bi-annual member update on recruitment and retention. All updates are available for viewing on the [NBASW website](#) and we encourage all members to review them to understand some of the work being done by the Committee.

Thank you to all who have been involved in the Strategy, including both Steering Committee members and NBASW members. Without all your involvement, the success that has been achieved to date would not have been possible.

**Miguel LeBlanc, BSW, MSW, RSW**  
**Social Work Recruitment and Retention Strategy Committee Chair**

## CODE OF ETHICS COMMITTEE

The Ad Hoc Code of Ethics Committee is composed of Carole Gallant, Alexandria Knockwood, Annie Pellerin, Lydia VK Pandian, Anne Caverhill, Tara-Lynn Pelletier-Silas, Marie-Lyne Caron, Roxanne Chase, Alesha Gaudet, Norma Dube, Beth Hatchard, Angelina Mercer, and Patricia Price. The Committee is supported by NBASW staff, Miguel LeBlanc, Martine Paquet, and Keara Grey.

The Committee has met several times to work on preparing a draft NBASW Code of Ethics for written member consultation. The first two meetings were full day hybrid meetings, while the third meeting will take place virtually. At the meetings, the Committee reviewed the initial draft, which had been prepared by NBASW staff, and adjusted it as needed to reflect the Committee's vast ethical knowledge and experience. The Committee has engaged in many fascinating conversations in developing the draft for NBASW member consultation. The Committee believes that the draft aligns with the new CASW Code of Ethics, Values and Guiding Principles (2024), while incorporating mandatory language and aligning with current knowledge and best practices in the field.

The Committee looks forward to the feedback that members submit during the first written member consultation. Going forward, the Committee will incorporate member feedback received into an updated draft, which will be re-sent to members for a virtual/in person consultation process in the fall. The Committee is currently on track to present the Board with a recommended Code of Ethics for consideration at the December 2026 Board Meeting.

**Carole Gallant, RSW**  
**Chairperson - Ad Hoc Code of Ethics Committee**

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# Chapter Reports

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The NBASW membership is composed of 11 individual chapters, which are divided regionally. Each member of the Association belongs to a chapter, and chapters address regional issues for membership, help members with professional development, and act as a liaison between their members and the Board of Directors. The following are this year's (active) chapter reports.

## ACADIAN PENINSULA

The Acadian Peninsula Chapter held two events this year. We held a Christmas dinner, which was attended by over 50 members. We took that opportunity to welcome our new social work technicians.

On March 16, we organized a conference with Dr. Jules Cormier and held a ticket presale for our members. The ticket price was discounted for our members. With our members, as well as the community members in attendance, we had about 175 people; it was a success.

In June, we plan to organize a gathering that will include time for our AGM.

Last fall, Geneviève Bourgeois resigned as president and committee member for personal reasons. However, she has remained available to us. The chapter members are: Annette Comeau, Julie Lanteigne, Mélanie McGraw, and myself.

**Théo Saulnier, RSW**  
**Chapter Director**

## CHALEUR

Here is a summary of Chaleur Chapter activities in 2025–2026. On September 19, 2026, the executive hosted the AGM, as well as an afternoon of training in a conference room at Atlantic Host in Bathurst. Sixteen members attended, and a new 2025–2026 executive was appointed. The AGM was held at lunchtime. A \$10 coupon was provided to each participant to help pay for the meal. Shirley Jessica LeBreton, Vice President from 2024 to 2025, resigned her position. Danie Boudreau, Treasurer from 2021 to 2026, also retired. Here are the members of the new executive: Anouk McGraw, Director; Cassandra Forand, President; Tina Guitard, Vice-President; Rémy Hyppolite, Treasurer; Sylvie Labelle, Secretary; Mylène Chiasson, Councillor; and Joanie Chalifour, Councillor. Four door prizes of \$100 were drawn and distributed to the winners.

The training session was held from 1:30 p.m. to 4:30 p.m. First of all, at 1:30, Cassandra Forand, a clinical social worker with a Master's degree, gave a presentation on the 2SLGBTQIA+ community.

The presentation focused on providing some definitions and some effective ways to work with this community as social workers. Then, at 2:30, Jolyane Aubé, a mental health occupational therapist, presented a guided bilateral drawing session as a moment of guided relaxation. Members attending provided positive feedback.

The current executive will not be planning an AGM in 2026, and the next AGM will be held in March next year (2027) to provide time for planning. However, to celebrate Social Work Month, a small event was organized for March 31, 2026, at noon. A meal took place in a private room at Nectar in Bathurst. The Chapter provided a free meal to all members who attended: soup and a choice of three sandwiches. Members were also invited to fill in a wellness bingo card. A draw was held for a \$50 cheque, which was awarded during the event. Everyone who attended and filled out a bingo card was eligible for the draw. Thirty-two people took part in the successful event. That concludes the Chaleur Chapter activities for 2025–2026.

**Cassandra Forand, MSW, RSW,  
Chaleur Chapter President**

## **EDMUNDSTON/GRAND FALLS**

Dear Colleagues,

It is with pleasure that we present the 2025–2026 annual report of the Edmundston and Grand Falls local chapter of the NBASW.

Part of our mandate is to ensure the dynamism and vitality of our chapter. Our chapter currently has a total of 174 members, including 12 registered social work technicians and 10 social work students. In order to fulfill its mandate, the executive committee has been actively involved in organizing meetings and activities aimed at maintaining member engagement and keeping them informed. Here is a summary of the actions carried out over the past year:

- Throughout the year, ten virtual meetings and one in-person meeting were held by the executive committee in order to plan activities and coordinate communications with members.
- Three contests were organized on our Facebook page. Members were invited to participate for a chance to win a gift card. This initiative aimed not only to increase the visibility and engagement of our page, but also to recognize the commitment of our members and offer them a small token of appreciation.
- Efforts were also made to organize in-person meetings with members, including a Christmas gathering. Unfortunately, after several attempts, all of these had to be cancelled due to adverse weather conditions.
- The annual meeting was held in April 2026 at the Bullpen restaurant in Grand Falls, during which we had the pleasure of welcoming Eric Marquis (DSFNO), René Savoie (RCMP), and Sonia Lavertue-Bernier (RCMP) as guest speakers. They spoke to us about current issues in today's digital world. A total of 26 members were in attendance. During this same meeting, we celebrated Kim A. Lagacé, who received the Social Worker of the Year award within our chapter.



*Edmundston AGM Gathering / Kim A. Lagacé, Edmundston's Social Worker of the Year*

- A special mention goes to Kat Hébert (“Au cœur de soi. Et si le mieux-être, c’était d’être moi?”) and Susy Marmen (“La lumière au bout du blackout”), who both published their first book in the past year. They generously offered a copy of their book for the door prize draw at the AGM.

Our efforts to stay in touch with members included email communications, active engagement on our Facebook page, and informal follow-ups. We continue to encourage feedback and welcome suggestions to ensure that our chapter’s activities remain relevant and meet the needs of our members. Over the coming year, our priorities will be:

- Increase engagement on our Facebook page by sharing relevant content and organizing exciting contests.
- Hold at least two in-person meetings with chapter members.
- Fill the communications position on the executive committee.
- Develop strategies to welcome and engage registered social work technicians who have recently joined our chapter.
- Identify continuing education opportunities and seek to plan at least 1 session for our members.

Although we were not able to meet with our members in person as much as we had hoped this year, the executive committee has remained active and committed, consistently striving to encourage participation and maintain a strong connection with all members.

### **Executive Committee Members 2026–2027**

- Presidents: Sylvie Lise Bernier and Marie-Josée LeBlanc (two-year term ending March 2027)
- Vice-President: Chantal Voyer (two-year term ending March 2028)
- Secretary: Joannie Volpé (two-year term ending March 2027)
- Treasurer: Karine Deschênes-Dufour (two-year term ending March 2028)
- Director: Kim Akerley-Lagacé (two-year term ending June 1, 2026)

### **Sylvie Lise Bernier, RSW & Marie-Josée LeBlanc, RSW Chapter Presidents**

## FREDERICTON

The Fredericton Chapter executive currently consists of President Julie Doucet, Vice President Murray Weeks, Treasurer Stacey Willis, and Chapter Director Kelsey Colford.

The Chapter conducts business meetings and educational sessions on a regular basis, beginning in the fall of each year. The 2025–2026 year proved a bit more challenging, as we operated without an Education Committee. Despite this, we were able to offer two educational sessions, a Social Work Conference in March, regular Chapter meetings, two social events, and another social planned for May 2026.

Our educational sessions included the following: In October 2025, Dr. Arielle Dylan, Professor at the School of Social Work at St. Thomas University, presented “An Introduction to ACT for Professional and Personal Wellness.” This session was very well received and provided members with an opportunity to learn about this effective modality. In February, Kathleen MacPhee, NBCC Instructor, Social Worker, and RSW, shared information about the Social Service Community Worker program while highlighting opportunities for practice.

For Social Work Month, we held a one-day interactive training on how to apply CBT in teaching clients self-compassion. This session was presented by Darcy Corey, MSW, RSW, Certified CBT Therapist. It was an incredible day filled with knowledge and practical tips that social workers can use to enhance clients’ ability to be self-compassionate. Attendance, engagement, and participation were exceptional.

We held two social events that were very well attended. In November, Certified Yoga Instructor Erin Gibbs guided participants through a yoga practice focused on finding peace in times of uncertainty through breath, movement, and community. The Chapter also held a holiday social in December at the Fredericton Inn. This event provided a wonderful opportunity to socialize and network with other Fredericton social workers. Ten door prizes, all supporting local businesses, were awarded to attendees. This year, we also featured live music, which contributed to a festive and inviting atmosphere.

The Fredericton Chapter Executive is also planning a spring social in May, which will consist of a guided hike led by an outdoor enthusiast. This event will be held at the Ferris Street Nature Preserve.

During Social Work Month, we held contests on our ever-growing Facebook page, which led to significant member engagement. These contests encouraged social workers and social work technicians to share thoughts and ideas related to this year’s Canadian Association of Social Workers theme, “Reflecting on Our Past, Reimagining Our Future.” The resulting comments and discussions were dynamic and inspiring.

The Fredericton Chapter also voted to subsidize members attending the annual AGM, banquet, and conference, which will be held in Red Bank, Metepenagiag Mi’kmaq Nation this year. We hope this initiative encourages members to attend this important event.

We held Chapter meetings in October 2025, January 2026, and April 2026. Attendance has increased as a result of receiving and implementing member feedback that lunchtime sessions are more accessible and convenient.

In April 2026, we held a Chapter meeting and conducted elections, as all executive positions were open for nomination. We are pleased to announce that Julie Gallant Daigle was elected President, Megan Barton as Vice President, Bianca Kovacs as Treasurer, and Sydney Haines as Secretary. These roles will officially transition in October 2026, allowing ample time for a smooth handover. Julie Doucet will serve as Past President for one year. We have also welcomed Kelsey Colford as our new Chapter Director. Grace Steeves has stepped down as Secretary, and we extend our sincere appreciation for her contributions to the executive and the Chapter from 2024–2026.

The Fredericton Chapter had a very successful year and looks forward to further increasing engagement in the coming year. At our most recent Chapter meeting, members expressed interest in forming an Education Committee, which will be a valuable addition for supporting member learning and development. We are proud of our accomplishments and encouraged by the sense of community, learning, growth, and collaboration demonstrated by our members.

Respectfully submitted,

**Julie Doucet, Chapter President**  
**Kelsey Colford, Chapter Director**

## MIRAMICHI

Dear Colleagues Across Our Province,

The 2025–2026 year has been one of continued connection, growth, and momentum for the Miramichi Chapter. Over the past year, our executive team met on several occasions to discuss local and provincial updates impacting the profession, while also planning and brainstorming meaningful opportunities for engagement within our chapter.

A key focus has been strengthening communication and connection with our members. Through our social media presence and email outreach, we have prioritized sharing updates, promoting local social and advocacy events, and highlighting opportunities that support both professional engagement and community involvement. We have also intentionally centered self-care and well-being, recognizing the importance of sustainability in social work practice.

In the fall, we introduced Miramichi Chapter t-shirts, which have since been used as door prizes and giveaways at events. In January, we hosted a free guided meditation class facilitated by Ready to Rise Spiritual Wellness by Jackie. This well-attended event offered a meaningful opportunity for reflection, connection, and self-care.

March marked our largest annual event, the Third Annual Social Work Month Dinner, with our highest turnout to date. Over 30 local social workers gathered to share a meal, reconnect, and celebrate the profession. The evening highlighted the strength and interconnectedness of our community, with a blend of seasoned professionals and newer members, including internationally educated social workers and social work technicians. We were pleased to welcome Miguel LeBlanc, who provided valuable provincial updates. We extend sincere thanks to the local businesses who donated door prizes.

This year also marked a transition within our executive. We extend our deep gratitude to Karla Parks-Lissok for her years of dedicated service. We welcome Katelyn Geneau as Secretary and are pleased to continue with Brooke Casey as Director, alongside Jennifer Agnew as President, Holly Smith as Vice-President and Tanisha Keddy as Treasurer. Looking at the year ahead, we aim to expand access to branded chapter apparel, increase wellness-focused offerings, enhance accessibility to our annual dinner, and grow opportunities for education, training, and community engagement.

As we move forward, we remain grounded in the relationships that continue to shape and sustain our work. The Miramichi Chapter is strengthened by the care, commitment, and shared purpose of its members. It is evident that this is more than a professional network; it is a community built on connection, support, and a deep respect for the work we each carry. We are grateful to be part of such a dedicated and compassionate group, and we look forward to continuing this work together in the year ahead.

Respectfully,

**The Miramichi Chapter Executive**

## **MONCTON**

The Moncton Chapter had another successful year, holding several meetings to ensure the success of the events organized for our members.

We began the year with our Annual General Meeting which was held in May. Michelle Nowlan was reelected as Director, Leonie Levac as Vice-President, and John Eatmon as Treasurer. Shelly Vienneau was newly elected as Secretary for our Chapter.

Our Christmas dinner remains our most popular event and considering recent increases in the cost of restaurants, our Chapter opted to increase the amount given to our members towards their meals. Two options were once again offered to our members, one event taking place at Gusto Italian Grill and Bar in Moncton and the other at Makeba Restaurant in Richibucto. This event was once again a great success and we saw an increase in the amount of people attending the event in Richibucto. Gift cards were also drawn at these events and offered to some of our members.

To celebrate Social Work Month, our Chapter offered members a free Pizza & Trivia night which was held at Cavok Brewing in Dieppe. This was a new event and many people came out to enjoy time with fellow colleagues. We also held a draw in March for reimbursement of next year's association dues. Laura Cynthia Sewell was the lucky winner. Congratulations Laura!

We would like to thank the committee for their continued dedication and work in offering these events to our members and a special thanks to all social workers and social work technicians for the amazing work that you do. We look forward to seeing you in the coming year.

#### Executive Committee Members

Michelle Nowlan, Director

Valerie Roy-Lang, President

Léonie Levac, Vice-President

John Eatmon, Treasurer

Shelly Vienneau, Secretary

Yours truly,

**Moncton Chapter**



*Moncton Chapter's Trivia and Pizza Night*



*Moncton Chapter's Gusto Restaurant Event*

## RESTIGOUCHE

The Restigouche Chapter has held three meetings since the beginning of the year. We got together to share a meal during the holidays. To mark Social Work Month, we had the opportunity to do some self-care during a "wellness" afternoon of yoga, intuitive drawing, and journaling.

As is the tradition for our chapter, we chose the Comité santé mentale POSITIVE Mental Health Committee, Inc., to receive a donation and recognition as Community Organization of the Year.

Social worker Michel Ndiom was recognized, too. Michel is resourceful in finding solutions for his clients and in advocating for them.

Michel performs assessments of the impact of race and culture (IRCA) in his work for the government of New Brunswick, helping make judicial decisions more equitable and culturally appropriate.

The Restigouche Chapter is also proud to invite you to a training session on trauma and resilience to be held in October 2026. This training will enable participants to recognize the signs and symptoms of trauma in their clients. There are sometimes physical, emotional, and cognitive indications, but may be missed when they are not recognized because of former treatment reflexes that need to be updated.

The training will provide new ways to approach intervention, with a concrete approach that is respectful of the client's different resources and is designed to support natural resilience.

I want to thank all the members of the Executive Committee, who all make a difference in their own way, as well as all members of the chapter for their great participation during the year.

Report submitted by,

**Mérodie Vienneau, RSW**  
**Restigouche Chapter Director**



*Restigouche Chapters' Social Work Month Wellness Activity*

## SAINT JOHN

2025 was a big year for the Saint John Chapter who focused on hosting the Annual NBASW AGM and Conference on May 30 and 31<sup>st</sup>. The Executive worked with Chapter volunteers, the NBASW and the Delta Hotel to host a conference with an Indigenous focus.

Guests included Elder Tulley Eagle Star Man, representatives from Under One Sky Friendship Centre and Dave Smith of First Nations Storytellers. This is the first time Saint John hosted the event in years and was a new endeavour for the Executive as well. We were grateful for the experience, guests and registrants. We said goodbye to several executive members in 2025 and put calls out to the chapter to fill the positions.

**Samara Carvell, RSW**  
**Saint John Chapter Secretary**

## SUSSEX

The Sussex Chapter of the NBASW celebrates thirty plus years of its formation. Over the years there have been many changes with new workers, retirements, and the addition of several Social Worker Technicians in the Child Welfare Program and most recently the addition of a Technician in the Long-Term Care Program. The Technicians are valued members of the local membership and in the workplace aiding Social Workers with the daily demands and challenges of the work.

Huge Thank you/Merci to Pam Cole who completed/volunteered for two terms (4 years) as the Chapter Director, keeping the local membership informed of changes at the provincial level. Great news for the Chapter, Emma Walker has volunteered for the position (2026-2028).

Chapter meetings and attendance have not returned to pre-Covid numbers but that cannot be said for attendance at the meeting on February 26<sup>th</sup> with over fifty percent member attendance for the presentation on the Scope of Practice and Social Work Technicians by Miguel LeBlanc and Keara Grey. The pizza was likely the incentive, but it was great to see that many people connecting and an opportunity to put a name to a face. It was even attended by a few retirees.

Social Work Week celebrations organized by the Chapter were low key this year but there was acknowledgement by management within different work locations for the dedication, commitment and hard work that social workers and the technicians do daily. On a positive note, the Chapter continues to offer a \$150 bursary to a graduating high school student accepted into the social work program or social services field.

Going forward, the Chapter will resume regular meetings, hopefully increase attendance and offer educational lunch sessions. Elections will be held for the local executive as Sharon Brown (president), Anisa Pynn (vice president), Pam Cole (treasurer) and Crystal Parlee (secretary) have volunteered in these positions for several years. It is time for young blood with fresh new ideas to move the Chapter forward.

Our members wish all the other chapter members a safe, enjoyable summer and the best for the remainder of 2026!

**Pamela Cole, RSW**  
**Sussex Chapter Director**

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# Financial Statements

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## INDEPENDENT AUDITOR'S REPORT

To the Members of The New Brunswick Association of Social Workers Incorporated

### *Opinion*

We have audited the financial statements of The New Brunswick Association of Social Workers Incorporated (the "organization"), which comprise the statement of financial position as at March 31, 2026, and the statements of changes in net assets, revenues and expenditures and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the organization as at March 31, 2026, and the results of its operations and cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO).

### *Basis for Opinion*

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the organization in accordance with ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### *Responsibilities of Management and Those Charged with Governance for the Financial Statements*

Management is responsible for the preparation and fair presentation of the financial statements in accordance with ASNPO, 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.

In preparing the financial statements, management is responsible for assessing the organization's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the organization or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the organization's financial reporting process.

### *Auditor's Responsibilities for the Audit of the Financial Statements*

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists.

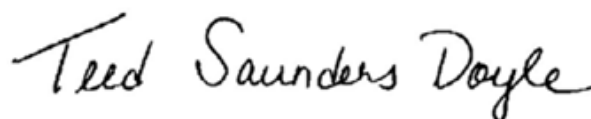
Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit.

We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit 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 organization's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the organization's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the organization to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Fredericton, New Brunswick  
June 1, 2026



CHARTERED PROFESSIONAL ACCOUNTANTS

**THE NEW BRUNSWICK ASSOCIATION OF SOCIAL WORKERS INCORPORATED**

**Statement of Financial Position**

**March 31, 2026**

	2026	2025
<b>ASSETS</b>		
CURRENT		
Cash	\$ 967,871	\$ 958,332
Accounts receivable	25,677	36,702
Prepaid expenses	15,587	12,002
	<b>1,009,135</b>	1,007,036
RESTRICTED CASH	<b>42,669</b>	41,992
RESTRICTED MARKETABLE SECURITIES <i>(Note 4)</i>	<b>830,199</b>	748,745
PROPERTY AND EQUIPMENT <i>(Note 5)</i>	<b>32,634</b>	21,823
	<b>\$ 1,914,637</b>	<b>\$ 1,819,596</b>
<b>LIABILITIES AND NET ASSETS</b>		
CURRENT		
Accounts payable and accrued liabilities <i>(Note 6)</i>	\$ 155,147	\$ 137,686
Government remittances payable	23,098	19,059
Deferred revenue <i>(Note 7)</i>	939,262	848,915
	<b>1,117,507</b>	1,005,660
NET ASSETS (DEFICIT)		
Unrestricted fund	<b>(108,372)</b>	1,376
Restricted fund <i>(Note 8)</i>	<b>872,868</b>	790,737
Invested in property and equipment	<b>32,634</b>	21,823
	<b>797,130</b>	813,936
	<b>\$ 1,914,637</b>	<b>\$ 1,819,596</b>

THE NEW BRUNSWICK ASSOCIATION OF SOCIAL WORKERS INCORPORATED

Statement of Changes in Net Assets

Year Ended March 31, 2026

	Unrestricted Fund	Restricted Fund	Invested in Property and Equipment	2026	2025
<b>NET</b>					
<b>ASSETS - BEGINNING OF YEAR</b>	\$ 1,376\$	790,737\$	21,823\$	<b>813,936\$</b>	873,493
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES	(16,411)	7,737	(8,132)	<b>(16,806)</b>	(59,557)
INVESTMENT IN PROPERTY AND EQUIPMENT	(18,943)	-	18,943	-	-
INTERFUND TRANSFERS	(74,394)	74,394	-	-	-
<b>NET ASSETS (DEFICIT) - END OF YEAR</b>	\$ (108,372)\$	872,868\$	32,634\$	<b>797,130\$</b>	813,936

**THE NEW BRUNSWICK ASSOCIATION OF SOCIAL WORKERS INCORPORATED**

**Statement of Revenues and Expenditures**

**Year Ended March 31, 2026**

	2026	2025
<b>REVENUES</b>		
Membership dues	\$ 1,109,071	\$ 932,003
Grants	141,822	203,728
Interest	11,335	25,761
Other	8,035	6,273
Advertising	6,800	8,050
Fines	5,000	23,500
	<u>1,282,063</u>	<u>1,199,315</u>
 <b>EXPENSES</b>		
	\$	\$
Board and executive meetings	27,150	25,755
Chapter rebates	22,596	21,494
Complaints and discipline	32,010	76,469
Credit card processing fees (online registration)	24,755	19,910
Donations	765	1,318
Dues - C.A.S.W., C.C.S.W.R., and A.S.W.B	103,788	89,926
Insurance	10,017	7,991
Meetings and conventions	43,303	39,831
Office	16,604	23,583
President's expenses	3,586	6,275
Professional fees	38,564	45,682
Program - Recruitment and retention strategy	37,300	79,022
Public relations and promotions	20,456	20,396
Rent	46,003	46,003
Repairs, maintenance and equipment lease	6,801	11,941
Salaries, wages and subcontracts	752,962	614,402
Scholarships	6,500	2,500
Services to members	66,070	48,331
Staff expenses	23,146	25,144
Telephone	13,114	12,464
Website and computer support	2,984	5,397
	<u>1,298,474</u>	<u>1,223,834</u>
 <b>DEFICIENCY OF REVENUES OVER EXPENSES FROM OPERATIONS</b>	 <u>(16,411)</u>	 <u>(24,519)</u>
 <b>OTHER INCOME (EXPENSES) - RESTRICTED</b>		
Public campaign grants	97,503	197,136
Public campaign expenses	(171,040)	(283,438)
Investment income (Note 9)	81,274	57,380
	<u>7,737</u>	<u>(28,922)</u>

THE NEW BRUNSWICK ASSOCIATION OF SOCIAL WORKERS INCORPORATED		
<b>DEFICIENCY OF REVENUES OVER EXPENSES BEFORE OTHER</b>		
<b>INCOME (EXPENSE)</b>	<b>(8,674)</b>	<b>(53,441)</b>
<b>OTHER INCOME (EXPENSE)</b>		
Amortization of property and equipment	<u>(8,132)</u>	<u>(6,116)</u>
<b>DEFICIENCY OF REVENUES OVER EXPENSES</b>	<b>\$ <u>(16,806)</u></b>	<b>\$ <u>(59,557)</u></b>

**THE NEW BRUNSWICK ASSOCIATION OF SOCIAL WORKERS INCORPORATED**

**Statement of Cash Flows**

**Year Ended March 31, 2026**

	2026	2025
<b>OPERATING ACTIVITIES</b>		
Deficiency of revenues over expenses	\$ (16,806)	\$ (59,557)
Items not affecting cash:		
Amortization of property and equipment	8,132	6,116
Unrealized gains (losses) on marketable securities	(46,118)	3,638
Gain on disposal of investments	(12,295)	(39,913)
	<u>(67,087)</u>	<u>(89,716)</u>
Changes in non-cash working capital:		
Accounts receivable	11,025	(2,767)
Prepaid expenses	(3,585)	(8,710)
Accounts payable and accrued liabilities	17,462	5,011
Deferred revenue	90,347	87,334
Government remittances	4,039	7,642
	<u>119,288</u>	<u>88,510</u>
	<u>52,201</u>	<u>(1,206)</u>
<b>INVESTING ACTIVITIES</b>		
Purchase of property and equipment	(18,943)	(7,714)
Investment income reinvested	(22,184)	(20,078)
Proceeds from sale of marketable securities	(858)	142,392
	<u>(41,985)</u>	<u>114,600</u>
<b>INCREASE IN CASH FLOW</b>	<b>10,216</b>	<b>113,394</b>
Cash - beginning of year	<u>1,000,324</u>	<u>886,930</u>
<b>CASH - END OF YEAR</b>	<b>\$ 1,010,540</b>	<b>\$ 1,000,324</b>
<b>CASH CONSISTS OF:</b>		
Cash	\$ 967,871	\$ 958,332
Restricted cash	<u>42,669</u>	<u>41,992</u>
	<u>\$ 1,010,540</u>	<u>\$ 1,000,324</u>

THE NEW BRUNSWICK ASSOCIATION OF SOCIAL WORKERS INCORPORATED

Notes to Financial Statements

Year Ended March 31, 2026

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1. DESCRIPTION OF OPERATIONS

The New Brunswick Association of Social Workers is a not-for-profit organization that governs and regulates social work services provided to the public in the Province of New Brunswick.

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2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of presentation

The financial statements were prepared in accordance with Canadian accounting standards for not-for-profit organizations (ASNFPO).

Cash and cash equivalents

The Association considers cash on hand, short-term deposits and balances with banks, net of overdrafts as cash or cash equivalents. Bank borrowings are considered to be financing activities.

Financial instruments

Financial instruments are recorded at fair value when acquired or issued. In subsequent periods, financial assets with actively traded markets are reported at fair value, with any unrealized gains and losses reported in income. All other financial instruments are reported at amortized cost, and tested for impairment at each reporting date. Transaction costs on the acquisition, sale, or issue of financial instruments are expensed when incurred.

Property and equipment

Property and equipment is stated at cost or deemed cost less accumulated amortization. Property and equipment is amortized over its estimated useful life on a declining balance basis at the following rates:

Furniture, fixtures and equipment	20%, 30%
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The organization regularly reviews its property and equipment to eliminate obsolete items.

Measurement uncertainty

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amount of assets and liabilities, disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the period. Such estimates are periodically reviewed and any adjustments necessary are reported in earnings in the period in which they become known. Actual results could differ from these estimates.

Revenue recognition

Membership dues, interest and other revenues are recognized on the accrual basis as earned. Project grants are recognized as revenue in the year in which the related expenses are incurred.

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**THE NEW BRUNSWICK ASSOCIATION OF SOCIAL WORKERS INCORPORATED**

**Notes to Financial Statements**

**Year Ended March 31, 2026**

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3. FINANCIAL INSTRUMENTS

The organization is exposed to various risks through its financial instruments and has a comprehensive risk management framework to monitor, evaluate and manage these risks. The following analysis provides information about the organization's risk exposure and concentration as of March 31, 2026.

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THE NEW BRUNSWICK ASSOCIATION OF SOCIAL WORKERS INCORPORATED

Notes to Financial Statements

Year Ended March 31, 2026

3. FINANCIAL INSTRUMENTS *(continued)*

Credit risk

Credit risk arises from the potential that a counter party will fail to perform its obligations. The organization is exposed to credit risk from its members. In order to reduce its credit risk, the organization reviews a new member's credit history before extending credit and conducts regular reviews of its existing members' credit performance. The organization has a significant number of members which minimizes concentration of credit risk.

Liquidity risk

Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities. The organization is exposed to this risk mainly in respect of its receipt of funds from its members and other related sources, and accounts payable.

Market risk

Market Risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises three types of risk: currency rate risk, interest rate risk and other price risk.

4. RESTRICTED MARKETABLE SECURITIES

	<u>2026</u>	<u>2025</u>
At cost, including re-invested earnings	\$ 734,592	\$ 699,605
Unrealized gains of marketable securities	<u>95,607</u>	<u>49,140</u>
Fair market value of marketable securities	<u>\$ 830,199</u>	<u>\$ 748,745</u>

5. PROPERTY AND EQUIPMENT

	Cost	Accumulated amortization	<u>2026 Net book value</u>	2025 Net book value
Furniture, fixtures and equipment	\$ 187,190	\$ 154,556	<u>32,634</u>	<u>21,823</u>

6. ACCOUNTS PAYABLE AND ACCRUED LIABILITIES

	<u>2026</u>	<u>2025</u>
Canadian Association of Social Workers	\$ 92,003	\$ 73,259
Trade payables and accruals	<u>63,144</u>	<u>64,427</u>
	<u>\$ 155,147</u>	<u>\$ 137,686</u>

THE NEW BRUNSWICK ASSOCIATION OF SOCIAL WORKERS INCORPORATED  
Notes to Financial Statements  
Year Ended March 31, 2026

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3. FINANCIAL INSTRUMENTS *(continued)*

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**THE NEW BRUNSWICK ASSOCIATION OF SOCIAL WORKERS INCORPORATED**

**Notes to Financial Statements**

**Year Ended March 31, 2026**

7. DEFERRED REVENUE

	<u>2026</u>	<u>2025</u>
Unearned membership dues	\$ 928,403	\$ 838,553
Grants	10,859	10,362
	<u>\$ 939,262</u>	<u>\$ 848,915</u>

8. RESTRICTED NET ASSETS

The Board of Directors has internally restricted resources for specific purposes as follows:

The Contingency fund can be accessed for day to day operations of the Association in the event of a revenue shortfall.

The Defence fund can be accessed in order to cover the legal and associated costs of disciplinary hearings.

The Scholarship fund can be accessed to cover the costs of bursaries awarded by the Association.

The Public Campaign fund can be accessed for future projects as determined by the Board of Directors.

	<u>2026</u>	<u>2025</u>
Contingency	\$ 581,143	\$ 510,306
Defense	204,933	196,778
Scholarship	42,669	41,158
Public Campaign	44,123	42,495
	<u>\$ 872,868</u>	<u>\$ 790,737</u>

During the year, the Association transferred \$73,394 (2025 - \$55,062) from the Unrestricted Fund to the Public Campaign Fund.

9. INVESTMENT INCOME - RESTRICTED

	<u>2026</u>	<u>2025</u>
Dividend income	\$ 22,184	\$ 20,078
Interest income	677	1,027
Gains on disposal of investments	12,295	39,913
Re-invested earnings, net	35,156	61,018
Unrealized gains (losses) on marketable securities	46,118	(3,638)
	<u>\$ 81,274</u>	<u>\$ 57,380</u>

**THE NEW BRUNSWICK ASSOCIATION OF SOCIAL WORKERS INCORPORATED**

**Notes to Financial Statements**

**Year Ended March 31, 2026**

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10. COMPARATIVE FIGURES

Some of the comparative figures have been reclassified to conform to the current year's presentation.

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**New Brunswick Association of Social Workers**

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