Winter 2025

CPA SASKATCHEWAN

SKCONNECT

The Institute of Chartered Professional Accountants of Saskatchewan Member Newsletter

IN THIS ISSUE:

CPA SASKATCHEWAN

THE INSTITUTE OF CHARTERED PROFESSIONAL ACCOUNTANTS OF SASKATCHEWAN

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CPA SASKATCHEWAN MISSION

CPA Saskatchewan enhances the influence, relevance, and value of the Canadian CPA profession by enabling economic and community development through:

- Protecting the public
- Supporting its members and candidates
- Engaging and educating stakeholders

CPA SASKATCHEWAN VISION

The Canadian CPA is the pre-eminent, globally respected business and accounting designation.

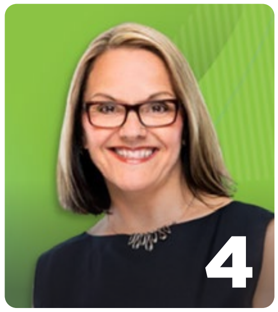
CPA SASKATCHEWAN VALUES

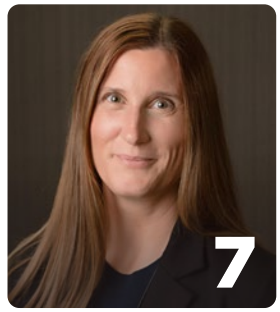
- Ethical Behaviour
- Innovation
- Leadership
- Excellence
- Accountability

LAND ACKNOWLEDGEMENT

We live and work on lands covered by Treaties 2, 4, 5, 6, 8, and 10. These are the territories of the Anihšināpēk/Saulteaux, Dakota, Dene, Lakota, Nakoda, nêhiyaw/Plains Cree, néhinaw/Swampy Cree, nehithaw/Woodland Cree, and Stoney Nations. They are also the homeland of the Métis/Michif Nation. We pay our respects to the First Nations and Métis ancestors of this place and reaffirm our relationship with one another.

We respect and honour the Treaties that were made on all territories, we acknowledge the harms and mistakes of the past, and we are committed to moving forward in partnership with Indigenous Nations in the spirit of reconciliation and collaboration.





CONTENTS

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CALL FOR AUTHORS

Interested in submitting an article for a future newsletter? Please contact Pam Hoffart, Communications and Events Lead, CPA Saskatchewan, at phoffart@cpask.ca.

NOTES FROM YOUR LEADERSHIP

A MESSAGE FROM THE BOARD CHAIR AND CEO OF CPA SASKATCHEWAN

Shelley Thiel, FCPA
CEO, CPA Saskatchewan

Paul Lepage, CPA, CA, CBV
Chair of the Board,
CPA Saskatchewan

With 2025 already in full swing, CPA Saskatchewan is looking forward to another exciting year ahead! Our first event of the year, Convocation, will be held on March 15, 2025 at TCU Place in Saskatoon where we will celebrate the accomplishments of Saskatchewan's 113 successful May and September 2024 CFE writers, including Honour Roll recipient, Jill Berenik, CPA.

On June 17 – 18, 2025, CPA Saskatchewan and CPA Manitoba are pleased to bring our members the 3rd Annual CPA Prairie Connection Conference which will take place virtually and in person at the RBC Convention Centre in Winnipeg, MB. This conference provides members a one-of-a-kind opportunity to earn valuable CPD hours while networking and gaining insights from six world-class thought leaders (including Stephen Poloz, former Governor of the Bank of Canada) and 15 diverse concurrent sessions. Read on for articles from a few of this year's speakers featured later in this issue of CPA SK Connect. We hope to see you (in person or virtually) at this year's conference!

Nominations are being accepted for CPA Saskatchewan's 2025 Member Recognition Awards until May 5th. This program provides an opportunity to recognize members who are making a difference in the profession and/or community. Last year, we were fortunate to present four Fellow Chartered Professional Accountants (FCPAs) and two Early Achievement Award recipients with these prestigious awards and we are excited to add more deserving CPAs in 2025. If you know a CPA who is making an impact, we encourage you to submit a nomination for one of three categories: Early Achievement Award, Fellow CPA, or Lifetime Achievement Award.

The CPA profession is strong because of our members' dedication to excellence and ongoing learning. As leaders in businesses and our communities, CPAs continue to be at the forefront of our rapidly evolving business environment, making continuous growth and learning a cornerstone of our profession. At CPA Saskatchewan, we are continually adding Professional Development opportunities, along with our annual conference and Public Practitioners Week, to ensure our profession stays ahead of the curve. Our collaboration with the CPWSB and our fellow provincial and territorial bodies on the New Certification Program ensures our next generation of CPAs will possess the necessary competencies to continue to thrive as business leaders. Please watch our monthly ENews updates for timely information regarding our profession.

CONGRATULATIONS TO SASKATCHEWAN'S
SUCCESSFUL SEPTEMBER 2024 CFE WRITERS

Congratulations to Saskatchewan's 83 successful September 2024 CFE writers!

Please visit the CPA Saskatchewan website to view the listing of successful candidates from the September 2024 Common Final Examination (CFE).

To earn their CPA designation, all candidates must pass the CFE and complete the practical experience requirements. The national CFE ensures all Canadian CPAs meet the same nationally and internationally recognized high standards expected of the designation.

We look forward to celebrating Saskatchewan's successful May and September CFE writers at Convocation on Saturday, March 15, 2025, at TCU Place in Saskatoon!

CONGRATULATORY MESSAGE FROM CPA SASKATCHEWAN

"On behalf of the team at CPA Saskatchewan, congratulations to the 83 Saskatchewan writers who were successful on the September 2024 CFE. Reaching this significant milestone in your journey to becoming a CPA is an accomplishment you should all be very proud of. The dedication and expertise you have demonstrated in passing this challenging exam will undoubtedly contribute to your continued success as you begin the next phase of your careers."

—**Shelley Thiel**, FCPA
CEO, CPA Saskatchewan

CONGRATULATORY MESSAGE THE CPA WESTERN SCHOOL OF BUSINESS

"I am honoured to celebrate the outstanding achievements of the 83 dedicated candidates from Saskatchewan who have expertly navigated the complexities of the 2024 September CFE. Their remarkable results underscore not only their robust technical expertise but also the cultivation of essential professional competencies for their future endeavours. On behalf of our team at the School, I extend my heartfelt congratulations and best wishes to these individuals as they advance in their professional journeys. Your perseverance and accomplishments are a testament to your unwavering dedication. We eagerly anticipate your future contributions and successes in the field."

—**Yuen Ip**, MBA, CPA, CMA, PMP, ICD.D
CEO of the CPA Western School of Business

2025 CPA PRAIRIE CONNECTION CONFERENCE

JUNE 17 & 18

RBC CONVENTION CENTRE WINNIPEG
OR
VIRTUAL

CPA CHARTERED PROFESSIONAL ACCOUNTANTS MANITOBA

CPA CHARTERED PROFESSIONAL ACCOUNTANTS SASKATCHEWAN

Join CPA Saskatchewan and CPA Manitoba as we partner to host the 2025 CPA Prairie Connection Conference on June 17 – 18 virtually and at the RBC Convention Centre in Winnipeg, MB.

This is your chance to learn from six expert keynote speakers and 15 high-caliber technical sessions, all while earning CPD hours, enjoying networking opportunities, and participating in some friendly competition with our gamification feature for the chance to claim great prizes!

Don't miss out on early bird pricing! Register by April 30th to receive $50 off your registration. In-person attendees receive breakfast and lunch, and a networking reception at the conclusion of day one. **All registration options include access to watch all sessions on demand until July 28th!**

Click here to register today.

We are excited to introduce this year's six incredible keynote speakers. Click on the links below to learn more:

Keynote: Go Beyond the Ordinary and Get Extraordinary Results

Today, success requires high-energy, clear vision, and a high-performance mindset to make it happen. But what do we do when we're lacking in any of these areas, and how can we reinvigorate our sense of self (and that of our teams) to get back in touch with these vital, excellence-driving attributes?

Michelle Cederberg has literally written the book on living an energetic and abundant life. Her signature talk, "Energized for Excellence," has lit up thousands of minds to help them recognize that "there is a masterpiece in all of us" and we can unleash it through focus, effort, and trusting that it's possible.

After 20+ years of studying the intersections between health, productivity, and motivation, she uses humour and practicality to empower audiences to take on bigger challenges, conquer the stresses that slow progress, and dare to show up as leaders in their own lives.

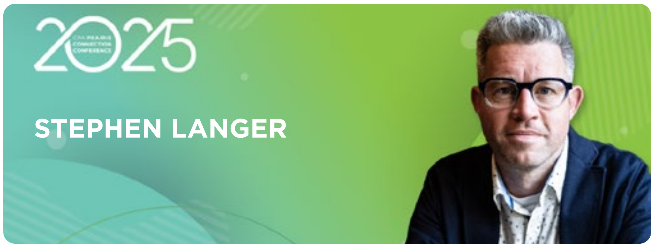
Keynote: The Next Age of Uncertainty: How the World Can Adapt to a Riskier Future

This topic maps out the powerful economic forces that are shaping our future and the ideas that will allow us to master them. Stephen has been a visiting scholar at the International Monetary Fund and at the Economic Planning Agency. He provides clients with his significant expertise and strategic guidance regarding the financial system, trade, and economic policy, both domestically and beyond our borders.

Keynote: The Impact of DEI Backlash: Why It's Bad for Business

In an era where IDEA (Inclusion, Diversity, Equity, and Accessibility) initiatives are increasingly under fire, some have dismissed them as "too woke" or politically charged distractions. Companies like Jack Daniels and Best Buy are reevaluating their DEI commitments. But stepping back from these efforts isn't just shortsighted – it's bad business. In this bold and unapologetic keynote, Michael tackles the misconceptions head-on with wit, honesty, and hard-hitting facts that cut through the noise.

Drawing from extensive research by Deloitte, McKinsey, and other trusted sources, Michael makes a compelling case that IDEA isn't a passing trend – it's a cornerstone of future business success. Packed with real-world insights and actionable strategies, this keynote underscores how organizations who prioritize inclusion and equity outperform their peers in innovation, profitability, and talent retention. Leaders will walk away not only understanding why IDEA remains essential in today's economy but also how to champion it as a strategic advantage in an ever-evolving marketplace.



Keynote: Echoes of Wisdom: Insights from the Past for a Thriving Future

What if the key to thriving today lies in the wisdom of yesterday? Echoes of Wisdom takes you on a captivating journey, uncovering the powerful themes from past generations and revealing how they can transform the way we live and work today.

There are timeless lessons that have shaped our understanding of wellness and connection. The value of being present and not always available – remembering a time without the constant pull of technology. The importance of setting clear boundaries, learned through experiences of global uncertainty, and protecting what's truly important. And the courage to challenge the status quo and stay true to yourself, something that still resonates with us today. These insights continue to guide us, but here's the real question: What will we wish for future generations to say about us?

This keynote isn't just about looking back; it's about using the wisdom of the past to move us forward. By reflecting on what truly matters and how we can apply those insights to our current lives, we gain clarity on how to prioritize wellness, connection, and purpose in both our personal and professional lives.

Today, we are presented with a unique opportunity to navigate diverse experiences in a multigenerational workforce. With practical takeaways and a hopeful vision for the future, this keynote challenges us to be intentional in creating a workplace and lifestyle where everyone can thrive. It's more than a presentation; it's a call to action to build a meaningful future, reconnect with what matters, and leave a legacy of purpose and wellness for ourselves and future generations.

Keynote: Indigenous Knowledge vs. Western Knowledge

It is often said there is the need to return to Indigenous knowledge. All people have Indigenous knowledge, yet some people are unable to grasp what it is because it sits outside the prevailing paradigm. A good way for people to begin learning and thinking about Indigenous knowledge is through comparing it to the scientific methodology.

Drawing from an ancient icon/symbol as her organizing system, Dr. Lynn Gehl offers a model of unharnessed knowledge to help nudge people into the paradigm of Indigenous knowledge. It draws heavily on her own learning journey of moving more deeply into Indigenous knowledge.

Keynote: The Evolution of Leadership in the Age of AI

As AI continues to reshape the workplace and the future of work, leadership is having to evolve to meet new demands and rising expectations from employees. With knowledge workers shifting away from routine and repetitive tasks, the very nature of leadership must change. According to a recent Future of Work survey, 73% of leaders believe their skill sets will need to change completely, or almost completely, to thrive in this rapidly changing landscape.

Amidst talent shortages and concerns about AI replacing jobs, leaders are now challenged to refine their abilities and envision a future where humans and machines collaborate to achieve remarkable outcomes. Leadership will be key to fostering this partnership, driving innovation, and empowering teams.

In this engaging and insight-filled keynote, Gregg will share research-based insights combined with actionable strategies so the audience will:

- Discover the critical leadership skills required for the future of work.
- Explore how to build trust with the rise of the other AI – "Artificial Intimacy".
- Learn how to reimagine the workplace so employees feel empowered not displaced.
- Uncover strategies to boost engagement and build long-term team commitment.
- Master techniques to inspire teams to embrace the future of work with agility and enthusiasm.

BUY 10, GET 1 FREE!

Buy 10 of any registration type and receive one of any registration type for free.

Once you have registered 10 people, please contact **info@cpask.ca** so we can register your 11th attendee for free.

CHARTERED PROFESSIONAL ACCOUNTANTS SASKATCHEWAN

MEMBER RECOGNITION AWARDS

Nominations are being accepted until 11:59 p.m. on May 5, 2025 for the following categories:

Fellow Chartered Professional Accountant
CPA Saskatchewan formally recognizes those members who have rendered exceptional services to the profession, or whose achievements in their careers or in the community have earned them distinction and brought honour to the profession, by the awarding of the title and designation Fellow Chartered Professional Accountant (FCPA).

Early Achievement Award
The Early Achievement Award (EAA) is awarded to a recent CPA graduate (less than 10 years of membership) who has demonstrated excellence, innovation, and an ongoing commitment to the designation in the area of career, profession, community, volunteer service, charitable involvement, or other service.

Lifetime Achievement Award
The Lifetime Achievement Award (LAA) is awarded to a CPA Saskatchewan member with 20 or more consecutive years of service who has demonstrated leadership in the profession by supporting the CPA SK Mission and Vision throughout their career as a CPA.

Visit www.cpask.ca to download the nomination package and complete your submission today!

STAFF NEWS

CONGRATULATIONS MARILYN!

CPA Saskatchewan extends our congratulations to Marilyn Flaman, CPA, Associate Director, CPD and Monitoring, who recently celebrated 5 years of service. Marilyn joined the CPA Saskatchewan team as Manager, Monitoring on August 26, 2019. Her enthusiasm for professional standards and meticulous attention to detail are a tremendous asset to our members, firms and to the CPA Saskatchewan team.

Marilyn Flaman, CPA

> *I have learned so much in the last five years. Thank you to the CPA Saskatchewan team and to each of our CPA Saskatchewan members who inspire me to continuously grow and improve.*

CONGRATULATIONS NICHOLAS!

CPA Saskatchewan is pleased to congratulate Nicholas Carteri, Associate Director, Data Management, on 5 years of service! Nicholas joined the team on an 18-month term as Acting Associate Director, Registration, on January 2, 2020 and moved into his current role on April 1, 2021. Nicholas is a vital member of our team, leading many initiatives on database enhancements, privacy, and security. His quiet leadership style is a needed balance on our team!

Nicholas Carteri

> *I am incredibly proud to be a part of CPA Saskatchewan for the last 5 years, navigating through an unprecedented pandemic and technological transformations. I look forward to the future with this great team!*

CONGRATULATIONS SHELLEY!

CPA Saskatchewan congratulates Shelley Thiel, FCPA, CEO, CPA Saskatchewan, on 30 years of service! Shelley joined the CA legacy body on October 16, 1994 as the Director of Education and was most recently the Director of Member Services before being appointed the first CEO of CPA Saskatchewan at the time of unification. Shelley's involvement in the New Certification Program, the CPAWSB Board of Directors, and numerous other committees and boards throughout the years have been pivotal in shaping the future of the CPA profession in Canada.

Shelley Thiel, FCPA

> *There are so many memories of the past 30 years and for me, every memory and highlight is rooted in the people and the relationships developed and strengthened. I am so very proud of the team at CPA Saskatchewan and am inspired by this brilliant group. Working with our staff, Board members, volunteers, members, candidates, and my colleagues across the country inspires and teaches me something every day and I am thankful for their leadership, guidance, and friendship. I look forward to everything we'll achieve in the coming years with a continued sense of enthusiasm as we focus on collaboration, innovation, and excellence in the CPA profession.*

CHARTERED PROFESSIONAL ACCOUNTANTS SASKATCHEWAN

BE PART OF A TRANSFORMATIONAL LEARNING EXPERIENCE WITH THE

Indigenous Learners in Accounting (ILA)

In response to the Truth and Reconciliation Commission's Calls to Action and the United Nations Declaration of the Rights of Indigenous People, ILA is dedicated to breaking down systemic barriers and fostering increased Indigenous representation in the accounting profession.

Our courses are:

- Developed by Indigenous subject matter experts
- Supported by Indigenous facilitators
- Taught by Indigenous instructors

Find out more at cpawsb.ca/ILA

Ryanna Bourke
Future CPA

becomeacpa@cpask.ca
Call us at 306.359.0272

AFOA ALBERTA
Building a Community of Professionals

TAKE YOUR CPD HOURS WITH CPA SASKATCHEWAN

We have many great providers offering a wide range of courses to best suit your needs. Did you know that we offer over 400 courses from a variety of providers, including CPA PRO?

Live Virtual courses can be found on the CPA SK calendar from a variety of providers. Some of these providers are not within our on demand catalogue. Don't wait or you might miss out!

On demand courses and audio courses can be found on the CPA SK Course Provider page and can be taken when it best suits your schedule. Your progress to date is tracked so you can complete at a later date, if needed.

On demand and Audio Providers include:

- CPA PRO
- CPA SK
- AICPA
- CPA BC
- David Trahair
- EI Experience
- Executive Finance
- FLiP U
- Garrett Wasny
- Kurt Rosentreter
- Practical PD
- ProDio Learning
- Sheriff Consulting
- UltimQuest Knowledge

We are continuing to change our on demand inventory throughout the year to bring you more choices and pricing options.

You can also search for any of our courses on the CPA SK PD and Events page by competency, topic, and format. Use the keyword search to find a course within your specific area of interest.

PD CONNECT

CPA Saskatchewan has streamlined the member experience for all PD offerings, including CPA PRO, to one centralized destination. PD Connect provides:

- Easy access to materials
- Progress tracking within courses
- Ability to download records of completion
- And much more!

Register for a course to try it today!

PASSPORTS

Passports expire March 31, 2025!

All CPA SK courses may be purchased using your Passport credits at even greater savings from the cash price. Remember that Passports are non-refundable and unused portions of the PD Passports are NOT refunded, credited, or carried forward beyond March 31 of the Passport year.

If you are unsure of how many credits you have left, log in to your account and look under the Events/Passports tab, then click 'passport eligibility' to view your remaining balance for the 2024–25 year.

TRYING TO USE UP YOUR PASSPORT BUT IN THE MIDDLE OF BUSY SEASON?

You can register for a course at any time and have 180 days to complete the course. Register now using your 2024–25 passport and take the course later.

INJECTING CHAOS:
A THREAT ACTOR IN THE WIRES

By Brennan Schmidt

When your public statement on a crisis gets leaked before it's even sent, you realize the real crisis isn't just outside – it might be on the inside, too. How would your leadership team respond under this kind of pressure? What does your team do next when communications likely can't be trusted?

Like a "ghost in the wires," a silent threat actor silently undermines your operations, striking your most important systems. Reports of telecommunications breaches in late October 2024 are a clarion call for organizations across sectors, especially given their potential to disrupt governance or erode public trust.

For boards and councils, they underscore an urgent need for improved collaboration between operations and administration teams to prepare for these types of incident response challenges. As disruptive as a situation like this may be, those at the decision-making table must quickly address the immediate threat while maintaining public confidence.

Put another way: *What's more damaging, the crisis itself or the unpreparedness which follows?*

INTRODUCING THE TABLETOP EXERCISE (TTX)

A TTX can serve as an invaluable way to evaluate how boards, councils, leadership teams, and operational staff would respond to this kind of a situation. By simulating real-world scenarios, a TTX brings together key stakeholders to discuss "what ifs." The TTX looks to 'pressure test' existing policies and procedures. An inject – timely, supplementary information that complicates the scenario – can take the exercise to the next level by introducing realism, while pushing participants to think critically. Injects are what make TTX scenarios truly dynamic; forcing participants to grapple with unpredictable twists, much like what would take place in a real-world situation.

For instance, imagine an inject where a public statement has been leaked, and all existing communications channels, like email or instant messaging, are flagged as compromised. The question becomes: What now? Remember, the clock is ticking. Every misstep potentially risks creating an even larger crisis.

If your team doesn't have alternative, trusted communication channels already in place, the focus likely shifts from crisis management to damage control. This is *precisely* why TTX activities are so valuable. TTX exercises can uncover gaps in policies, procedures, or platforms *before* a ghost in the wires can exploit them.

PRESSURE TESTING ALTERNATE COMMUNICATIONS

Consider the same example: with no secure way to coordinate internally, teams may scramble to find workarounds. Without secure internal coordination, decision makers may gravitate toward temporary fixes which can create confusion and potentially introduce new risks.

A TTX could highlight the need to establish and test secure communication channels, like Signal, or other encrypted platforms, well ahead of an actual crisis. By embedding these tools in policies and practices, your organization's decision makers can move from being reactive to proactive, acting with reflexive confidence when it matters most.

The power of a TTX lies in its ability to enable organizations to shift from reactive measures to a continuous state of readiness. In this example, with secure communication systems already in place, key decision makers could approach a public statement leak not with panic but with practiced confidence.

A well-run TTX can potentially transform "what if" scenarios into "we've got this" moments. Such moments can give decision makers the clarity and tools they need to succeed under pressure. Even if a "threat actor in the wires" emerges, your organization can be more resilient. For councils and boards, this also means staying "out of the weeds" and, instead, focusing on being the steady hand which can uphold governance while reassuring stakeholders.

NEED HELP?

If your board, council, or operational team isn't ready to respond to a crisis like this, let's fix that. I specialize in designing and facilitating custom Tabletop Exercises which help build resilience and confidence at every level of your organization, including boards and councils. Whether you're tackling IT breaches, communications crises, or anything in between, I can help your team go from reactive to proactive. Reach out to discuss how we can prepare your organization for the challenges ahead. Don't wait for the gaps to be exposed during an event. Let's build your resilience now.

This content has been supplied by Brennen Schmidt, co-author of the book Cyber City Safe: Emergency Planning Beyond the Maginot Line. His work has been syndicated through Troy Media in print and online – to 1,800 newspapers, and a website with more than 5 million hits. His columns have featured topics ranging from digital communications and cybersecurity, through to the risks and benefits of technology.

Be sure to join us at the 2024 CPA Prairie Connection Conference for Brennen's session, Revolutionizing the Future of CPA Productivity: Microsoft Copilot in Action.

ALEUS
CONSULTING GROUP

KEEP YOUR INFORMATION (AND YOUR BUSINESS) SECURE

WITH INSIGHTS FROM OUR EXPERTS

This content has been supplied by Payworks

Business best practices evolve in response to the changing world around them – which is to say, quickly! And while your focus may (rightly) be on what got you into business in the first place, matters of security, privacy, and compliance are both critical and complex.

Fear not! From prevention and detection to selecting the right partner, our experts are here to help.

Insights from Stefan DeCosse

Vice President of Information Security, Payworks

Commit to continuous security awareness training.

While your people are your greatest asset, they can unfortunately also be your weakest link in terms of information security. It's all too easy to accidentally click a malicious link or be fooled by a sophisticated phishing attempt.

The best way to combat this is to stay up-to-date and educate your staff on what to look for in general, plus current threats in particular. One trend we've noticed since the start of the pandemic: an increase in malicious messages purporting to be from local health authorities.

Invest in layers of industry-leading technology and don't be afraid of upgrades.

As security threats continue to evolve, so must your protection against them. While selecting well-reviewed technology upfront is critical, frequent reassessment of whether or not it still meets your needs is just as important. The security world moves fast, and what could have been an effective option two years ago might be practically obsolete today.

This means not only running updates (Annoying? Perhaps. Necessary? Definitely.) but also adding new solutions to fill the gaps. You're safest if you're leveraging multiple different security tools at once – that way, if one fails, you've got others in place as backups.

It can be challenging to know where to even begin in assessing the efficacy of your security system unless you're a security expert by trade. Unless you've got the skill set in-house, I recommend hiring a consultant who lives and breathes security – they'll set you on the right path.

Have a plan for detection and recovery!

If you do experience an information security breach, you'll be best equipped to minimize damage and downtime if you've already got an incident response plan (IRP) in place. This should identify who needs to be notified (both internally and externally, like clients and other stakeholders), processes and procedures for offline work, how to isolate impacted systems, and more.

Much like information security itself, this isn't a "set it and forget it" scenario – your IRP should change anytime you have an organizational change that would impact the response (including moving staff to a remote or hybrid work model). This means practice, practice, practice. And don't miss an opportunity to learn from your mistakes!

Insights from Grainne Grande

General Counsel and Privacy Officer, Payworks

Consult the experts to stay on top of privacy law changes.

Whether it's the federal Personal Information Protection and Electronic Documents Act (PIPEDA), regional guidance around health information, or parameters for particular industries, there are a wide breadth of laws governing the collection, use, retention, transfer, disposal, and security of your employees' and clients' personal information (PI). Do you know which laws are applicable to your day-to-day operations?

And keep in mind: these laws change quickly! Your best bet for making sure you're aware of upcoming (and even more importantly, already-enacted) changes is to consult with trusted providers who can assist you in understanding, implementing, and incorporating these significant privacy and workplace changes from a technology, compliance, and operational perspective.

Brush up on privacy best practices for remote work.

Whether your staff is all-remote, hybrid or flexible, working out of the office presents its own privacy challenges. Two ways to avoid some of the most common pitfalls include:

- **Creation and communication of remote work PI standards:** These can include requirements for equipment and materials to be stored in a secure locked area when not in use, restrictions around which devices and networks employees use to access employer systems, or rules for where electronic PI is stored within an employer system.
- **Training around sensitive and confidential material:** Most businesses control some degree of sensitive material, including business information, PI, and intellectual property. Microtraining and "do's and don'ts" are both effective ways of entrenching good habits and ensuring staff are handling this information with the required care.

Ensure your incident response plan addresses impacts on privacy.

As Stefan describes, having an up-to-date and well-rehearsed incident response plan (IRP) in place puts you in the best position to respond to any unexpected event, including a privacy breach. In fact, some federal and provincial laws, regulations, guidelines, and contractual obligations may require certain organizations to develop and maintain an IRP.

From initial developments to ongoing updates, it's important to make sure your IRP takes into account the laws and best practices around PI and is set up to help you minimize damage.

Insights from Michael Penman

President, Payworks

Understand how legislation influences your role… and vice versa.

Legislation changes fast – in fact, in response to the COVID-19 pandemic, over 400 administrative and legal changes impacting employers and employees were enacted in 2020 alone (Source: National Payroll Institute). In that time, payroll became a more strategic business function than ever before, providing guidance to their organizations on federal and provincial financial aid and incentive programs, as well as policy changes related to workers' compensation, employment standards, pandemic pay, job protection, emergency leaves, and tax administration leaves.

So while it's of course important to stay on top of legislative changes, it's also important to recognize that you have an influence on how this legislation evolves! The voices of the industry and industry associations are more influential than ever… so let yours be heard.

Partner with the pros to stay compliant.

Just like your clients rely on you for guidance (after all, you're the expert!), you don't need to shoulder the load alone when it comes to matters of legislation and compliance.

A trusted workforce management solutions provider will keep you informed about industry developments and what they mean for you. This allows you to focus on building your own clients' trust, educating your staff and growing your business… and keeps you on the right side of compliance (a critical consideration in your daily operations).

Seek out training to guide the evolution of your compliance policies and processes.

It's key to continue investing in compliance education and resources (whether that's people, processes, solutions, or technology). If we've learned anything over the past several years, it's that sometimes change is the only constant.

Since "you don't know what you don't know," consider committing to periodically attending industry events and training sessions (whether virtual or in-person). They'll connect you with peers and other experts, all of whom understand the challenges and opportunities you're facing and can provide helpful feedback on how to best respond.

I also recommend periodic check-ins on regulatory agency websites and subscribing to industry newsletters and blogs, which will deliver insights right to your inbox.

Be sure to join us at the 2025 CPA Prairie Connection Conference for Grainne Grande's session, AI Mash Up: AI Governance, Risk Management, Developing Policy and Strategy.

Payworks

THE BASICS OF TERM LIFE INSURANCE

WITH CPA INSURANCE PLANS WEST

This content has been supplied by CPA Insurance Plans West

Life Insurance is crucial in financial planning, serving multiple roles beyond just offering a death benefit. Read on for the key functions and benefits of Term Life Insurance.

HOW TERM LIFE INSURANCE WORKS

Term Life Insurance is one of the most flexible and affordable forms of financial security. It is coverage that is in place for an agreed-upon period, in other words, a 'term.' The insured (you) will pay an annual premium during the term. When you make payments for Term Life Insurance, you secure a benefit payout to the people you select as your beneficiaries if you pass away during the term of coverage.

HOW CAN LIFE INSURANCE HELP ME?

Life Insurance is crucial in financial planning. It serves multiple roles beyond just offering a death benefit to your loved ones. Here are some key functions and benefits of life insurance:

INCOME REPLACEMENT

If your family depends on your income, Life Insurance can offer essential financial support to uphold their current standard of living. In the event of your death, the insurance payout ensures that your loved ones can cover daily expenses and other financial obligations without facing immediate hardship. This security allows your family the ability to maintain stability and continue pursuing their goals and aspirations during a challenging time of transition.

FLEXIBLE USE OF FUNDS

With a Term Life Insurance policy, beneficiaries have the freedom to utilize the funds in a number of ways. It provides a lump sum payment, so your beneficiaries can decide if they wish to make mortgage payments, settle outstanding debts, or manage day-to-day living expenses.

INHERITANCE CREATION

Life Insurance can provide peace of mind by ensuring that your heirs will benefit in the future without the need for substantial assets simply by naming them as beneficiaries.

POLICY FLEXIBILITY

Term Life Insurance offers significant flexibility, allowing policyholders to adjust coverage amounts based on changing life circumstances such as the birth of a child or a change in financial status. In contrast, mortgage life insurance offers no such flexibility; it is tied strictly to the mortgage balance and terms set at the policy's initiation, with no opportunity for adjustment, regardless of how a policyholder's personal circumstances may evolve.

WHO SHOULD HAVE LIFE INSURANCE?

Everyone! But if you have people who depend on you, financially or otherwise, it's recommended that you have Life Insurance. Life Insurance can provide your loved ones with security, knowing that in the event of loss, your family's lifestyle won't need to change.

WHAT DOES LIFE INSURANCE COVER?

Life Insurance can cover many types of expenses your beneficiaries may have. It will provide them with a lump sum payment, which can be directed to pay off immediate debts, ongoing payments like a mortgage, final expenses such as funeral costs, or future expenses such as post-secondary education or a wedding.

If you contribute more to running your household, your life insurance benefit can be used to outsource those requirements in the event of your death.

WHAT IS A BENEFICIARY?

A Beneficiary is the person or entity that you designate to receive the payout of your Life Insurance policy. This could be a spouse, parent, child, or anyone of your choosing. You can also name a business, organization, or charity of your choosing as your beneficiary.

Check out our blog on Beneficiaries for more detail.

In conclusion, Life Insurance is a fundamental component of financial planning that offers numerous benefits. Term Life Insurance provides a straightforward, cost-effective solution for ensuring financial security for your loved ones. It can replace lost income, cover final expenses, create an inheritance, and offer flexibility to adapt to your evolving needs. For those with dependents, Life Insurance is essential for maintaining your family's lifestyle and financial stability in the event of an unexpected loss.

By securing a Life Insurance policy, you are taking a proactive step towards safeguarding your family's future, allowing them to continue their lives with peace of mind and financial support.

Take CPAIPW's Needs Assessment today to determine the best Life Insurance options for you and your loved ones.

CPAIPW provides comprehensive insurance coverage for CPAs and their families.

CPA INSURANCE PLANS WEST

ECONOMIC DATA PORTAL FOR CANADIAN BUSINESS

Good decision making requires current data. Stay on top of economic trends and track key indicators for the economy, the labour market, debt and inflation, social components, as well as sustainability. Bookmark this tool to have these key indicators – updated weekly – at your fingertips.

DEALING WITH ETHICAL DILEMMAS AT WORK

A LOOK AT HOW CPAS CAN IMPROVE CULTURE AND ETHICS WITHIN THEIR ORGANIZATIONS AND GET BETTER OUTPUT FROM EMPLOYEES

By Barbara Balfour

This article was originally published by CPA Canada and has been republished by CPA Saskatchewan with permission.

Picture this: you've got a family to feed and a mortgage to pay. Now, imagine your job is on the line. Could you be tempted to compromise your ethics to keep your livelihood intact? It's a scenario many of us could face, and according to recent research commissioned by CPA Canada, it's more common than we realize.

"We like to believe we're resistant to doing unethical things, but it's easier to do than you think. It doesn't require a death threat," says research scientist Brian Harward and co-author of the paper, "Navigating Ethical Systems: How professional accountants can drive ethical behaviour."

"Having your job threatened is all it would take for many good people to go along with something they know isn't quite right. That's not what a bad person would do – that's a typical person."

Much discussion is held on professional accountants' personal willingness to make difficult decisions under pressure. But what's often missing from the conversation is how the systems of influence surrounding ethical systems can help ease or hinder some of those pressures, depending on the organization.

Harward conducted interviews with 14 leading figures in the accounting profession to delve into the ethical challenges professional accountants face today. From executives in risk management to regulators and academics, these thought leaders shared valuable insights into the pressures and actions that drive ethical behaviour in the field.

So, how can CPAs improve culture and ethics within their organizations and get better output from employees? Based on his research, Harward suggests transitioning from viewing failures as human error or character flaws, to creating systems that modify individual activities and decisions for the better. He shares some practical tips below on how to go about creating those systems:

- Create, review, and implement a clear code of conduct. It should provide a framework of guiding principles and identity, similar to the oaths doctors and lawyers take to uphold sacred values, and that impact daily behaviour and willingness to speak out when something unethical takes place.

- Incentivize your employees to align their goals and objectives with the organization's values and purpose. Often career progress is about meeting short-term financial targets and not long-term outcomes and relationships, which is another way ethics can get left by the wayside.
- Train CPAs on negotiation skills and having difficult conversations. "Many of the interviewees said having a 'backbone' and 'standing your ground' were important skills not taught in educational programs," says Harward. "Many people become CPAs because they are technically proficient, but are then thrust into high responsibility roles that may not be what they had in mind. It can come as a shock to realize how much power and social and ethical sway they actually have."
- Appoint a specific individual to the role of overseeing ethical behaviour within the organization. This prevents an "other people will take care of it" mindset, which happens when it's not clear who is supposed to be doing what.
- Establish effective and safe "speak up" or internal whistleblowing channels for reporting unethical behaviour, where employees feel they have the ability to speak up without retaliation, and that their feedback will be viewed as valuable contributions rather than disruptions. "It's very important to think about how your employees can communicate their ethical concerns," says Harward. "Many times the culture tells them not to stir the pot or cause problems. Can they speak up in a meeting or to a supervisor and if so, what would the repercussions be?"
- Walk the walk. There must be consistency with what employees are told the culture is and how they witness the culture in action. The tone at the top should cascade down through the rest of the organization and be embraced by everyone who works in it. "If they get the sense it's all window-dressing and they're just supposed to break the formal policy, that's exactly what they will do," says Harward.
- Be aware of biases that justify bad group decisions, or what Harward refers to as inertia. "Why fix what's not broken? That's what we call inertia – the idea that what we've been doing is what we will continue to do. As new concerns pop up, if you stay resistant to change you may find yourself on the wrong side of the law or public opinion."
- Use the filter of risk management when assessing organizational behaviour. Could there be a scandal one day if you get caught by the government or outed by a whistleblower? "Even if you're not ethical, if you want to be successful, you should behave ethically for your own selfish purposes," says Harward. "Whenever we look at scandals more closely we find many of them could have been preventable; for example, if a whistleblower felt they could speak with you first it would have been far better for the organization to handle it internally."

NAVIGATING ETHICAL SYSTEMS: HOW PROFESSIONAL ACCOUNTANTS CAN DRIVE ETHICAL BEHAVIOUR

Learn about the individual psychology behind ethical behaviour, some of the issues impacting ethical systems and specific considerations for professional accountants and their teams to improve ethical behaviour. Navigating Ethical Systems: How professional accountants can drive ethical behaviour – CPA Canada.

PROROGATION PUTS TAX LEGISLATION IN LIMBO

CAPITAL GAINS QUESTIONS LINGER AS FILING DEADLINE APPROACHES

This article was originally published by CPA Canada and has been republished by CPA Saskatchewan with permission.

The federal government's recent prorogation of Parliament has cast uncertainty on the fate of controversial capital gains tax changes and other key tax legislation, creating confusion for tax filers ahead of the April 30 deadline.

Tax measures, including the proposed capital gains changes introduced in the 2024 federal budget, are unlikely to be enacted before the filing deadline, with Parliament prorogued until March 24 and a potential election looming.

More from John Oakey, CPA Canada's Vice-President of Tax

The prorogation of Parliament has sent ripples through the tax community with all motions and bills tabled in the House of Commons ending abruptly. As a result, I have received numerous questions about the future of proposed capital gains changes and other tax legislation.

The concern is how the Canada Revenue Agency (CRA) will administer tax laws, especially since some changes may be retroactive to the 2024 taxation year.

Both the Department of Finance and CRA have stated that the CRA will follow standard practice to administer the proposed capital gains changes, as noted in the notice of ways and means motion tabled on September 23, 2024.

A notice of ways and means motion signals the government's intention to introduce new tax measures. A non-statutory practice within the House of Commons, referred to as "provisional implementation of taxation," unofficially establishes the effectiveness of a motion on the date it was tabled, even if that motion doesn't result in a bill due to prorogation or dissolution of Parliament.

The CRA typically follows the government's intent when administering tax legislation, based on the notice of ways and means motion.

Historically, successor governments have honoured this practice to avoid uncertainty, but it is not legally binding, meaning there's no guarantee the proposed changes will be implemented.

While the CRA is updating its forms and systems for the proposed capital gains changes, taxpayers are ultimately responsible for deciding whether to file based on current or proposed law. The CRA cannot enforce filing under proposed legislation. However, if the changes, effective June 25, 2024, are later passed, taxpayers who file based on current law may face arrears interest.

While much attention has focused on capital gains uncertainty, other proposed tax measures are also in limbo. The September 23 notice of ways and means motion proposed increasing the lifetime capital gains exemption to $1.25 million, effective for dispositions on or after June 25, 2024. Additionally, more proposed tax measures were announced by the Department of Finance on August 12, 2024, and in the Fall Economic Statement on December 16, 2024.

This is not the first time Parliament has been prorogued or dissolved with outstanding tax measures unresolved, but this is the first time in my career that I have seen this volume.

The CRA faces a significant challenge, especially with retroactive effective dates affecting 2024 tax returns. Other than the September 23 notice of ways and means motion, all other tax measures don't fall under the non-statutory common practice of provisional implementation of taxation. Without guidance from prorogued Parliament, the CRA must determine how to administer them.

HERE IS A NON-EXHAUSTIVE LIST OF SOME OF THE PROPOSED MEASURES WITH RETROACTIVE EFFECTIVE DATES:

- Amendments to the alternative minimum tax impacting resource deductions, investment management fees and gains on donations of flow-through shares – Effective January 1, 2024
- Disability supports deduction – Effective January 1, 2024
- Employee ownership trust tax exemption and expansion to worker cooperatives – Effective January 1, 2024
- Accelerated CCA for productivity-enhancing assets – Effective April 16, 2024
- Accelerated CCA for purpose-built housing – Effective April 16, 2024
- Amendment to EIFEL for exclusion of purpose-built rental housing – Effective for taxation years on or after October 1, 2023
- Amendment to substantive CCPC's involving CDA and GRIP – Effective for taxation years beginning on or after April 7, 2022
- Implementation of clean electricity investment tax credit – Effective April 16, 2024
- Expansion of eligibility for clean technology investment tax credit to support generation of electricity and heat from waste biomass – Effective March 28, 2023
- Expansion of clean technology manufacturing investment tax credit to include polymetallic mining – Effective January 1, 2024
- Amendments to trust reporting exemptions – Effective for years ending after December 30, 2024 (i.e. 2024 trust returns)
- Amendment to the loss carry-back for graduated rate estates to extend the time period for carrying back a loss – Effective August 12, 2024
- Amendments to clean electricity and clean hydrogen investment tax credits announced in the Fall Economic Statement – Effective December 16, 2024
- Electric vehicle supply chain tax credit announced in the Fall Economic Statement – Effective December 16, 2024
- Amendments to scientific research and experimental development announced in the Fall Economic Statement – Effective for taxation years beginning on or after December 16, 2024
- Reinstatement of the accelerated investment incentive and immediate expensing announced in the Fall Economic Statement – Effective January 1, 2025
- Extension of deadline for making donations eligible for tax support in the 2024 tax year announced on January 3, 2025, until February 28, 2025.
- Canada carbon rebate for small businesses announced as tax-free, pending amendment to the Income Tax Act

CPA Canada's tax team will continue engaging with the CRA to seek clarity on how these announced measures, and others, will be administered.

FOLLOW FOR UP TO DATE TAX INFORMATION

For up to date tax information and articles posted in real time, follow Ryan Minor, Director of Tax at CPA Canada and/or John Oakey, Vice-President of Taxation at CPA Canada, on LinkedIn.

The deadline to complete Spring Renewal is April 30, 2025.

All CPAs are required to complete an annual renewal of member registration with CPA Saskatchewan. The renewal cycle begins in April of each year. The renewal cycle encompasses the declaration of Continuing Professional Development ("CPD") activities from the previous year, updating contact information, confirming compliance with the Rules, and submitting payment of fees.

The renewal can be completed online through the member portal and is due April 30 to ensure your CPA designation remains in good standing with CPA Saskatchewan. If your renewal is not completed by this date, your standing with CPA Saskatchewan will be In Default, and you will be notified of your non-compliance with the applicable Bylaws.

Your member portal login is your preferred email address in our records. If you have forgotten your password, click the "Forgot password" link on the login page to reset your password.

If you need to change your preferred email address, please email registrar@cpask.ca and include your CPA Saskatchewan member ID for verification purposes.

Once you've completed all steps in April, invoices and receipts are available online through the member portal. CPA Saskatchewan staff cannot accept payments by credit card over the phone or provide copies of invoices or receipts.

For more information on Spring Renewal, please visit our website.

HONEST DECLARATIONS

As a CPA, you have an inherent responsibility to make honest declarations when providing information to CPA Saskatchewan.

During the upcoming Spring Renewal you are required to read, understand and declare to a series of questions on your character, practice and demographics. At the conclusion you sign off that you have provided information that is accurate, complete and in compliance with the Rules.

A confirmation email is sent to you that summarizes your responses for review. It is important to seek clarification if you are uncertain about the questions or how you responded by emailing registrar@cpask.ca.

Attesting to a false or misleading declaration is a breach of Rule 205 in the Rules of Professional Conduct.

When in Doubt, Check it Out.

Concerned about making an ethical decision?
Contact us.

Free and confidential member advisory services are available through CPA Saskatchewan. Contact monitoring@cpask.ca.

WHAT IS THE STRONG SIDE OF STRESS?

(AND HOW CAN YOU BENEFIT FROM IT?)

By Michelle Cederberg

When it comes to managing stress, we often overlook the importance of how we think about it. Most of us think of stress as something negative that should be avoided whenever possible, but what if we could instead use it as a catalyst for pushing boundaries, building resilience, and enhancing performance?

Stress. We all feel it – whether it's work deadlines, family responsibilities, or just the everyday grind. In today's fast-paced, demanding world, stress is often talked about as a negative force to be avoided.

But what if I told you that stress isn't always a bad thing. In fact, stress, when harnessed the right way, can be a powerful driver of growth and success.

I call it the STRONG SIDE OF STRESS and it's an aspect of stress well worth exploring.

Think about it – stress pushes you out of your comfort zone. It may not feel good in the moment, but that's where growth happens.

You may feel that adrenaline rush, or even a bit of fear and anxiety as you stretch toward that goal, but when you know how to manage those 'normal' responses to stress, do you know what else happens? Your brain get sharper, your focus tightens, and you start working at a higher level.

When you control stress instead of letting it control you, you can turn it into fuel for performance.

One of the best ways to capitalize on the 'strong side' of stress is to reframe it. Rather than seeing it as something overwhelming, start viewing it as a signal that you're growing and that you're pushing boundaries. Stress often shows up when we're on the edge of something big – whether it's a promotion at work, a major life transition, or an epic adventure.

I felt it when I was in the middle of every long day on my epic Badger ride last summer. For those who aren't aware, the Badger ride was a four-day, 340 km bike packing trip through the Scottish Highlands which included over 1,200 meters of climbing. I was tired and stretched to my limits on those 80 and 100 km days, BUT I knew I had trained, so when it got challenging I reframed my mindset from "*This is too hard.*" to "*Damn, I'm strong!*" and cycled my way to the end of each day feeling proud of myself.

> *The greatest weapon against stress is our ability to choose one thought over another.*
>
> **—William James**

Another tip? Learn to use moderate stress to improve your focus. When you're feeling the pressure of a deadline or a tough task, it's a cue to dial in. Prioritize what matters, block out distractions, and use that energy to fuel productivity. FOCUS so you can finish and check that to-do off your list!

And remember – proactive strategies can make a huge difference. Practices like mindfulness, regular physical activity, and time management aren't just stress-reducers; they actually help you channel stress into something positive. They keep you grounded and help you move forward with clarity.

So, the next time you feel stressed, instead of pushing it away, ask yourself: How can I use this? How can this make me sharper, more resilient, more focused? Stress isn't just something to survive. It can be a powerful tool for success. You've just got to know how to harness it.

This content has been supplied by Michelle Cederberg, speaker, author, coach and consultant. Michelle holds a Masters in Kinesiology, a BA in Psychology, a specialization in Health and Exercise Psychology, is a Certified Speaking Professional, Certified Exercise Physiologist and a High-Performance Coach. In 2023 she was inducted into the prestigious Canadian Speaking Hall of Fame. She combines mind, body, and practicality to inspire change.

Join us at the 2025 CPA Prairie Connection Conference for more insights from Michelle's opening keynote, Energized for Excellence: Go Beyond the Ordinary and Get Extraordinary Results, as well as her concurrent session, The Success-Energy Equation: Beat Burnout. Harness Your Energy. Streamline Success.

Michelle Cederberg
speaker • coach • consultant
michellecederberg.com

CPA PRO

CPA PRO courses help you advance your career with technical, professional learning that works around you.

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No fluff. Just high quality, relevant information to serve you best.

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WHAT'S DIFFERENT

By the CPA profession for CPAs. Be supported by your professional community.

VIEW CPA PRO COURSE OFFERINGS

CPA ASSIST HEALTH AND WELLNESS RESEARCH STUDY

As part of the CPA Assist Program, CPA Alberta and CPA Saskatchewan have engaged Ember Experience to conduct the third edition of a health and wellness research study. This initiative aims to better understand the challenges faced by Saskatchewan and Alberta CPAs and CPA candidates. The results will help CPA Assist enhance its services and better support CPAs, candidates, and their families.

WHY PARTICIPATE?

As a benefit of completing the online assessment, you will receive:

- An individualized report, including your Mental Fitness Index (MFI) score and a summary of insights. This report can support personal health planning or serve as a basis for discussions with a trusted peer, family member, or your team of healthcare professionals.

KEY DETAILS:

- The Mental Fitness Index assessment will take approximately 20 – 40 minutes to complete.
- Your responses will be collected by our external partner, Ember Experience, and will remain confidential, anonymous, and secure. Data will be summarized by the research team, and no individual responses will be shared.
- All data will be securely hosted on Ember Experience's Canadian-based server.

HOW TO PARTICIPATE:

- A random sample of Alberta and Saskatchewan CPAs will receive a direct email invitation to participate in the MFI study.

TIMELINE:

- Invitations to participate will be sent by Ember Experience on **March 4**.
- The assessment will be open for completion until **March 27**.

Thank you for considering this opportunity to contribute to a valuable study. If you have any questions about the study or program, please contact CPA Assist at contact@cpa-assist.ca.

CPA Assist provides confidential counselling services, 24/7 crisis support, and health and wellness services to Saskatchewan and Alberta CPAs, Candidates, and their immediate families. Call the free confidential support line at 1-855-596-4222 or email cpaforbes@telus.net.

CPA Assist Health and Wellness Research Study

Assist
CPA ASSISTANCE AND WELLNESS PROGRAM

STAY UP TO DATE

CPA CANADA'S FORESIGHT INITIATIVE

PODCAST

SMEs SLOW ADOPTION OF AI AND CANADA'S PRODUCTIVITY CRISIS

Season 6, Episode 3: SMEs slow adoption of AI and Canada's Productivity Crisis – On this episode, Jean-Sébastien Charest, Chief Information Officer at the Business Development Bank of Canada discusses Canada's productivity crisis. Canada's labour productivity, which is measured by the real gross domestic product (GDP) by hours worked across the economy, has been compared with the United States and other advanced economies, and Canada is lagging behind.

THE TAX ADVISOR'S NEWEST PARTNER

Season 6, Episode 5: The tax advisor's newest partner – Benjamin Alarie, CEO, shares insights into how artificial intelligence (AI) is being leveraged to enhance the efficiency and accuracy of tax research and advisory services.

SUSTAINABILITY

WATCH: A LOOK AT CANADA'S ANTI-GREENWASHING LANDSCAPE

Click here to view the replay from August 21, 2024.

SUSTAINABILITY REPORTING UPDATES

Click here for a summary of the latest Canadian and global sustainability reporting developments, including an update on the development on assurance on sustainability reporting.

SOCIAL IMPACT

NAVIGATING ETHICAL SYSTEMS: HOW PROFESSIONAL ACCOUNTANTS CAN DRIVE ETHICAL BEHAVIOUR

Learn about the individual psychology behind ethical behaviour, some of the issues impacting ethical systems and specific considerations for professional accountants and their teams to improve ethical behaviour. Read more.

CPA CANADA PUTS AI ETHICS IN THE SPOTLIGHT

In collaboration with the University of Waterloo, the recent Ethics Symposium brought accountants from across the country together to talk about the future of the AI, and the future of the profession. Regardless of where AI takes us in the future, CPAs will play a role in ensuring the best outcome. Read more.

COMMUNITY FINANCIAL LITERACY SESSIONS

CPA Canada offers sessions to empower your community with financial literacy, so they can manage their money more confidently. Request a session for your community or organization, or become a volunteer today!

AUDIT & ASSURANCE

A CPA'S ROLE IN THIRD-PARTY ASSURANCE OVER SUSTAINABILITY INFORMATION

As the sustainability landscape continues to evolve, assurance providers will need to respond to their clients' changing business activities and assurance needs. Read this alert from CPA Canada to learn more about a CPA's role in third-party assurance over sustainability information.

TAX

TAXPAYERS IN LIMBO: COMPLIANCE IN UNCERTAIN TIMES

Two proposals causing a lot of concern for taxpayers are the changes to the capital gains inclusion rate and trust reporting. As a result of the uncertainty surrounding our Parliament, it is unclear whether taxpayers should be considering the existing or proposed tax legislation when planning or even filing their tax returns. Read more.

CPA CANADA ADVISES FEDS ON TRUST REPORTING

The concerns of CPAs are being aired with the Department of Finance as CPA Canada pushes for legislative amendments. Read more.

KNOW THE DETAILS FOR CRA'S 2024 DIGITAL IMPROVEMENTS

As the Canada Revenue Agency (CRA) works to create a more digital tax system, practitioners will see new and enhanced services in My Account and My Business Account, a new digital application process for the Disability Tax Credit, and more. Find out what's coming up for you and your clients.

REGULATORY MATTERS

CONGRATULATIONS TO OUR NEW MEMBERS

NEW MEMBERS THROUGH GRADUATION

Jillian Berenik, CPA
Jesse Chatterson, CPA
Augustine Domingo, CPA
Megan Evans, CPA
Shane Gerwing, CPA
Colby Harmsworth, CPA
Sarah Hyeman, CPA
Hasan Imam, CPA
Chuan Jiang, CPA
Munaf Karovalia, CPA
Thomas Lessmeister, CPA
Ashten Marshall, CPA
Khushboo Matawala, CPA
Brenna McIntyre, CPA
Alexandra Neufeld, CPA
Boluwatife Oyebamiji, CPA
Richard Palmer, CPA
Lindon Perry, CPA
Brandon Petford, CPA
Hayli Riach, CPA
Thomas Sherwen, CPA
Mackenzie Shields, CPA
Daria Sokolan, CPA
Jessica Sopatyk, CPA
Matthew Squire, CPA
Johnathon Stewart, CPA
Agnese Vilde, CPA
Abid Waheed, CPA
Erick Witt, CPA
Zihan Ye, CPA
Cody Young, CPA
Anni Zhang, CPA

NEW MEMBERS TO CPA SASKATCHEWAN

Janet Adams, CPA, CA
Jonathan Barrett, CPA, CGA
Robert Belau, CPA, CA
Matthew Bolley, CPA, CA
Michelle Bradley, CPA
Elizabeth Langer, CPA
Charles Newell, CPA, CGA
Cammy Ouellette, CPA, CA
Lisa Palmarin, CPA, CGA
Bradley Robin, CPA, CA
Marc Savoie, CPA, CA
Tara Schafer, CPA, CA
Alice Tay, CPA, CMA
David Tindall, CPA, CA
Mark Whittaker, CPA, CA
Farrah Williams, CPA, CA

IN MEMORIAM

We were saddened to learn of the passing of the following members:

- **Myrna D. Berwick**, FCPA, FCGA from Saskatoon, SK on May 4, 2024
- **Harold John Braun**, CPA, CA from Saskatoon, SK on January 14, 2025
- **Reta Gibson**, CPA, CMA from Regina, SK on January 5, 2022
- **Robert D. Green**, CPA, CMA from Regina, SK on January 9, 2023
- **Norm K. Guttormson**, CPA, CMA from Saskatchewan on October 31, 2020
- **G. Harold Wenaus**, CPA, CA from Regina, SK on May 13, 2024
- **Dennis W. Zohner**, CPA, CMA from Saskatchewan on October 6, 2023

Our thoughts are with their families and friends.

The Institute of Chartered Professional Accountants of Saskatchewan

NOTICE OF SUSPENSION OF REGISTRATION AS A FIRM

On January 31, 2025 the Institute of Chartered Professional Accountants of Saskatchewan approved the suspension of registration of the following firm:

H&S CPA P.C. LTD.

The registration of this firm has been suspended pursuant to Regulatory Bylaw 33.1(a) and Regulatory Board Rule 333.3 due to non-compliance with Bylaws 10.4 and 130.1(c) (Renewal and Fees).

During this period of suspension, this suspended firm shall not use either the title 'professional accountant', the professional designation 'Chartered Professional Accountant', or the initials 'CPA' in Saskatchewan.

Authorized by:
Leigha Hubick, CPA
Registrar

January 31, 2025


CPA
SASKATCHEWAN