



# SKCONNECT



## Transforming to meet the needs of the future

The world around us is changing and as accountants we know we need to change with it. That is why CPAs are transforming to meet the needs of the future. Innovations like artificial intelligence, blockchain technology and automation are disrupting traditional ways of doing business. Yesterday's future is here and CPAs have an important role to play in shaping tomorrow's future.



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## What do you think?

Send your letter to the editor to [mbuttner@cpask.ca](mailto:mbuttner@cpask.ca) or by mail to CPA Saskatchewan. Letters may be edited for length and clarity.



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## BOARD CHAIR REPORT

**Carrie Carson**, CPA, CA, *Chair of the Board, CPA Saskatchewan*

It's hard to believe that another summer has come and gone. I am still writing this report from my home office, as most of us continue to work from home, and I can see the leaves already changing color and falling off the trees.

For me, fall always signifies a fresh start, similar to "back to school." The transition from vacation life to back to work and from sunny days to cool evenings also means that things will ramp up at work and in the business community. For CPA Saskatchewan, this means we can now focus on another exciting season of opportunities for our members.

The CPA Saskatchewan Board of Directors has been busy this fall. At our national meetings, Rod Sieffert, CPA, CA (Vice-Chair), and I have been focusing on improving the current Collaboration Accord and have been working together to continue to move the profession forward. These meetings allow the provinces to have an opportunity to share best practices and work together to improve the profession nationally. Our Board also met virtually on September 21 and 22 for our annual strategic planning session and fall Board meeting. During these two days, we took a deep dive into our vision and mission as a self-regulating entity and discussed both our national strategic plan and how this aligns with what we do provincially. We had a busy few days and we had to get creative using a virtual platform, but we did it! We do hope to meet in person at least once this year – fingers crossed!

As the cover suggests, the future role of CPAs is changing and transforming. At CPA Saskatchewan, we are committed to continuing to be adaptable and continuing to enhance the relevance and value of the CPA profession within the province, country, and across the world. I look forward to meeting many of you at one of our upcoming events as we celebrate together what it means to be a CPA.

At CPA Saskatchewan, we have much to be thankful for this fall season. All the best to each of you!

### CPA SK

## VISION

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

### CPA SK

## 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 SK

## VALUES

- Ethical behaviour
- Innovation
- Excellence
- Leadership
- Accountability







# CEO REPORT

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

As we head into fall, I hope that you had a chance to enjoy a beautiful Saskatchewan summer. Although it was a more challenging summer than we are used to, we were blessed with many hot sunny days.

In May 2021, we offered our second CFE in a COVID safe environment. Congratulations to the 39 successful writers. We look forward to welcoming you into the profession. As I write this, the September CFE is winding up, once again being offered in the COVID safe format. In addition to the typical hard work and dedication required to write the CFE, our candidates in both May and September demonstrated their ability to deal with difficult circumstances and move forward towards their goal of becoming a CPA. Congratulations to all of you.

The Competency Map (CM 2.0) project continued over the summer with the draft report released in July and consultation throughout the summer and continuing through September. Thank you to the members who shared your time to provide feedback to the task force. This is the first step in the transformation of the pre-certification program to meet the needs of the future.

Nationally, we are wrapping up a research initiative on digital transformation within the profession. The purpose of this research was to understand how COVID-19 has impacted the level of technology adopted by members. The results showed that COVID-19 was a catalyst for change, and over the coming months, the research findings will be assessed and will inform the national and provincial bodies as we consider additional supports for members with respect to digital transformation. Thank you to those who participated in this project, both through a national survey and by attending facilitated roundtable discussions.

CPA Saskatchewan continues to adapt to the challenges posed by COVID-19. We remain committed to the protection of the public as this is our priority as established in *The Accounting Profession Act*. While CPAs have had to adapt to new ways of delivering service, professional standards have not changed, nor has the expectation that they will be met. Our members continue to demonstrate their success in upholding these professional standards.

This fall, we will continue to focus on virtual offerings for professional development and other events. We continue to monitor the COVID-19 situation to assess when it will be safe to see you in person. We are looking forward to that, but our priority right now is the safety of our staff, members and candidates. Regardless of whether we are in person or virtual, we will continue to do everything we can to support you as we adapt to the new normal.

Our Board has begun their work for the year and are in strong, capable hands under the leadership of our Chair, Carrie Carson, CPA, CA and our Vice Chair, Rod Sieffert, CPA, CA. The Board provides excellent leadership and guidance in establishing our Strategic Plan and supporting the initiatives and objectives identified through the operational planning process.

Our regulatory committee volunteers, as the key decision-makers in our regulatory framework, continue to provide leadership to the profession by ensuring that the high standards of our profession are maintained.

As we continue to advance our profession and the value our members add to the business community and the greater communities where we live, I would like to thank the CPA Saskatchewan Board, our members who volunteer for the profession, the CPA SK staff, and all members for their leadership and engagement. Stay safe!



# MEMBER RECOGNITION

CPA Saskatchewan is proud to recognize our members who are leaders, volunteers, community workers, trailblazers and educators through our Member Recognition Awards. Our awards program recognizes members who have achieved remarkable success as CPAs through their involvement in the profession and community.

## Fellow Chartered Professional Accountant

CPA Saskatchewan formally recognizes those members who have rendered exceptional service 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). To review member eligibility, please download the [FCPA Nomination Package](#).

## 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. To review member eligibility, please download the [EAA Nomination Package](#).

## 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. To review member eligibility, please download the [LAA Nomination Package](#).

*Once the CPA Saskatchewan Board has approved the award recipients, all nominators will be contacted, as well as the successful recipients.*

*Do you know a CPA who is a leader and trail blazer? Send your Member Recognition Award nomination to the CPA Saskatchewan office, attention the CEO. The deadline for submitting nominations for next year is May 2, 2022.*

# CPA NEWS

## CPA Canada to Launch New Branding Campaign This Fall

CPA Canada plans to launch a new branding campaign at the end of October 2021. The campaign will feature videos and TV ads linking the CPA brand to a humanistic set of themes. The idea is that CPAs are people first, like everyone else, and that CPAs are contributing to the rebuilding that will be required post-pandemic. It is a concept that is meant to connect CPAs with communities.

In 2021, during our transition to the post-lockdown era of heightened motivation, we ingrain the strength, knowledge, integrity and motivation a CPA brings to grow, carry and protect our new and resilient professional society. Watch for the new CPA videos and TV ads coming soon.

## CPA Canada's Annual Report 2020-21



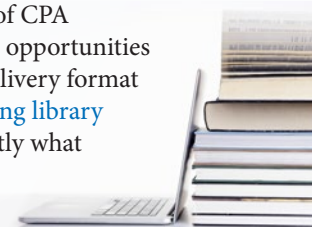
The theme for this year's annual report is Our Future is Now. Learn how CPA Canada adapted and seized new opportunities as it navigated a rapidly changing business environment.

Globally, the COVID-19 pandemic has altered every aspect of our daily lives. The sheer depth of change, its velocity and breadth, likely signal that we have yet to experience, or even fathom, what is still to come. Yesterday's future is here, and CPAs have an important role to play in shaping tomorrow's future.

CPA Canada's 2020-21 annual report shows how CPA Canada adjusted through a global pandemic, provided value to our members and worked hard to enhance the relevance and sustainability of the profession. To download a copy of the full annual report, visit [cpacanada.ca](https://cpacanada.ca).

## NEW CPA CANADA LEARNING LIBRARY

Browse the full selection of CPA professional development opportunities by topic area, industry, delivery format and more. The new [learning library](#) makes it easy to find exactly what you're looking for.



# TRENDING

## HOW DO SK MEMBERS SEE CPAs MEETING THE NEEDS OF THE FUTURE?

The world around us is changing, and as accountants we know we need to change with it. That is why CPAs are transforming to meet the needs of the future and why CPA Canada is developing the CPA “Way Forward” Competency Map (CM2.0).

We asked several Saskatchewan CPAs in different sectors for their reaction regarding this important topic, below is what they said:

“The future of assurance engagements will require CPAs to expand their knowledge in Information Technology (IT). This increased knowledge will allow CPAs to work closely with dedicated IT professionals to translate assurance standards, concepts, and procedures into scripts and coding. Many public accounting firms have already begun implementing data analytics to increase efficiency and improve assurance engagement quality. The next step up from data analytics to real-time integrated automated analyses, automated procedures, and risk assessments created by artificial intelligence has already started.”

Willie Birss, CPA, CA  
Principal  
Baker Tilly SK LLP

“CPAs are adding great value in the typical roles of reporting, business decision making, analysis and policy formation. Toward a net zero CO2 world, with transition to energy management and sustainability, the implications become very prominent. How to measure carbon, what to measure, who is credited or charged – will become very real. The rules are roughed out in some cases but not fully functional. These issues will have huge economic implications. Contract interpretation, measurement, reporting and compliance will be challenges. Strategies will need to be reworked with the new realities. I see CPAs all over the low carbon landscape.”

Grant Ring, FCPA, FCMA  
Vice President, Supply Chain  
SaskPower

“In the corporate real estate field, office workplace is evolving to flexible and activity-based layouts with enhanced audio-visual and technology. The future in this field may change with advanced technology and a different business operations model. CPAs’ analytical and financial skills with strong business acumen will be what the future needs in this field in formulating premises strategy, project execution, and optimizing results. Continuous learning is vital to keep abreast of office and industrial real estate market trends, enhance the communication and management skill, and increase knowledge in investment analysis (lease vs own and asset management), vendor and project management, workplace design and new technology product in this sector.”

Rick Lam, CPA, CMA  
Director of Real Estate Asia Pacific  
Global Workplace Solutions, Human Resources  
Pfizer



Innovations such as artificial intelligence, blockchain technology and automation are disrupting traditional ways of doing business. Yesterday's future is here and CPAs have an important role to play in shaping tomorrow's future. But even in this brave new world, the CPA skills and values are more important than ever.

Thank you to the members who contributed comments for this article.

# MEMBER SERVICES NEWS

## Professional Development

CPA Saskatchewan is very excited about the courses and instructors that are scheduled for Fall 2021 and Winter 2022. Here are a few of the exciting new courses that will be available:

- Anti-Racism 101: Interrupting Racism, Unconscious Bias and Beyond, October 19 (morning only)
- The Focused CPA – Finding and Maintaining Focus in the Age of Distraction, October 22 & 29 (mornings only)
- Audit Engagements – Overview of CAS 315 (Revised Standard), Multiple Offerings
- Income Tax Update, December 8 and 9 (afternoons only)
- Professional Ethics for the Assurance Profession, December 16 (8:30 a.m. – 10:30 a.m.)

Passport prices have been reduced for 2021-2022, providing you with even greater savings than before. Purchase your PD passport and access up to 40 credits of learning at no additional charge. Go to [Passport Program](#) in the CPA SK Portal to purchase your passport. Additional information on passports, including pricing, can be found at [PD Passport Information](#) on the CPA SK Website.

For information on pricing and registration and to explore the on-demand offerings, go to [Professional Development](#) on the CPA SK Website.

## CPD Requirement Alert: Members are reminded to enter their CPD hours

CPAs must earn a minimum of 20 CPD hours annually, with at least 10 hours of verifiable CPD. A minimum of 120 CPD hours, with a minimum of 60 hours of verifiable CPD, is required for every three-year rolling cycle.

A reminder that you will need a minimum of 4 Ethics verifiable hours for the three-year cycle ending December 31, 2021.

Members are responsible for entering all their CPD hours for 2021. The deadline to report is April 15, 2022.

## Hurray To The Successful May 2021 CFE Writers!

CONGRATULATIONS to the 39 CPA Saskatchewan candidates who successfully completed the Common Final Examination (CFE) in May 2021.

The successful writers of the May 2021 and September 2021 CFEs will be invited to a convocation celebration that will take place in March 2022. Once finalized, details will be emailed to them.

For a complete list of the successful May 2021 CFE writers, visit [cpask.ca](http://cpask.ca).

## Western Provinces Hosted Pre-session to 2021 The ONE Conference

Throughout this pandemic storm, all of us have been impacted differently. Navigating this storm means taking care of ourselves first and then having effective conversations with our colleagues who might be in a different boat than us.

Developing a meaningful mental health culture within your organization has never been so critical to ensuring the mental wellness of your teams.

As part of the pre-session program for CPA Canada's 2021 The ONE Conference and Expo, the four CPA Western Provincial offices jointly hosted a virtual fireside presentation on September 1 titled "Same storm. Different Boats."

The speaker was Denis Trottier, FCPA, FCA, Canada's and KPMG's first Chief Mental Health Officer. Denis discussed ideas to better face your own storm and be more equipped to support your circle of care, be it at home or on the work front.

Thank you to all the members who attended.

## STAFF NEWS



### Welcome!

CPA Saskatchewan is pleased to welcome Gulraiz Tariq, CPA as Associate Director – Practical Experience, as of September 20.

Welcome to the CPA SK Team, Gulraiz!



### Congratulations!

CPA Saskatchewan congratulates William (Bill) Hill, FCPA, FCA, CMA, Senior Director, Regulatory Affairs, on his 15th anniversary with CA and CPA, on October 3.

Happy Anniversary Bill!



# CPA SK SCHOLARSHIP FUND

The CPA Saskatchewan Scholarship Fund Inc. (the Fund) is an affiliated, but independent entity to CPA Saskatchewan. All CPA Saskatchewan members are members of the Fund.

The purposes of the Fund are:

- To provide scholarships, bursaries or grants to those enrolled in the Institute of Chartered Professional Accountants of Saskatchewan educational program. These are defined as both the CPA preparatory courses and the CPA Professional Education Program (PEP).
- To assist recipients in the continuation of their course of studies in Saskatchewan leading to the CPA professional designation.
- To promote higher education by providing bursaries, scholarships and grants to qualified students.

The Scholarship Fund held its 2021 Annual General Meeting virtually on June 15. Thank you to the Scholarship Fund Board and CPA SK Staff for arranging the meeting and to the members who participated.

The current CPA Saskatchewan Scholarship Fund Board members are:



The Fund is primarily supported by [donations](#) and is a registered charity through the Canada Revenue Agency. It is these donations that will allow the Fund to assist and support students and candidates in achieving their dreams of becoming Chartered Professional Accountants. Thank you for your support!



Don Walker, CPA, CGA  
Board Chair



Julie Tsui, CPA, CGA  
Treasurer



Natalie Styles, CPA, CGA  
Secretary



Loveleen Baldos, CPA, CMA  
(On leave)



Kama Leier, CPA, CA



Pamela Pifko, CPA, CMA



Kristin Walker, CPA, CA



Kyla Wilson, CPA, CA



## CPAs TO MANAGE RECOVERY PLANS AND FUTURE NEEDS INTERTWINED

**Shannon Rusk, CPA, CMA**

Shannon never imagined that she would pursue a career in accounting or finance. As a strategic and big picture thinker, she intended to pursue a career where she could be creative, motivating and turn ideas into action. So, she was surprised when she was drawn in by an ad for an accounting program. “After doing a bit of research and soul-searching,” she noted, “I realized that I was interested in the path that an accounting designation could bring and put me on track to being a senior leader of an organization.”

Shannon is now the Vice President of Finance for Riipen, with offices in Vancouver and Toronto. Riipen is the world’s largest online work-integrated learning marketplace, where organizations of all sizes connect with educators to collaborate with university and college students on short-term projects and competitions. “The organization provides a platform to match learners to work experiences,” she said, “matching them with employer projects. Experiential learning is changing the landscape of education. Providing students with real-world experiences is helping them increase their skills, apply their knowledge and prepare for the future.”

In her current role, Shannon’s responsibilities include implementing timely reporting and processes, controls, and policies. “I oversee strategic growth planning and objectives along with the forecasting and scenario analysis that supports enterprise expansion and fundraising efforts,” she said. “Also, oversight of Finance and Administrative activities, finance-related education and support for the organization, tax and audit management, internal and external stakeholder relationship management and development.”

Shannon believes that CPAs have to be both strategically and operationally focused to understand current and future needs to guide an organization on the best path. “This means having an understanding of financial impacts, internal and external influences and situations, being able to evaluate scenarios that might be necessary to pivot the organization to be successful,” she said. “We need to manage COVID-19 recovery and the intertwined needs of the future, as the impacts of the pandemic will be with us for some time. CPAs will meet those needs with our depth and breadth of knowledge and experience relating to accounting, finance, operations, administration, as well as hands-on experiences

that will lead them to evaluating the circumstances and providing guidance to evaluate all situations and be able to drive commentary that will provide positive outcomes.”

Shannon obtained a CMA designation in 2006 in British Columbia. After that, she completed an MBA from Queen’s University and is now planning to pursue a doctorate.

She divides her time between homes in both SK and BC.

As for community involvement, Shannon feels it is important to give back. She has volunteered for Habitat for Humanity, Junior Achievement of Canada, Kin Canada, Mothers & Mentors and other local community organizations.

Shannon thinks the pandemic has created an opportunity for all of us to figure out what our passions and hobbies might be when the pandemic is over. She sees it as an opportunity to review what is important in our lives. “I am looking forward to finding new hobbies,” she said, “possibly learning a language or two.”

Shannon enjoys travelling and she cannot wait to travel again. “The next vacation will either be a mix of relaxation and education with a trip to Singapore,” she said. “Or a vacation to Australia, as a tourist, to visit family.”

She also remains committed to being outdoors, especially in or near the water. “I like spending quality time with people who are important to me and definitely finding an adventure and adrenaline rush!”



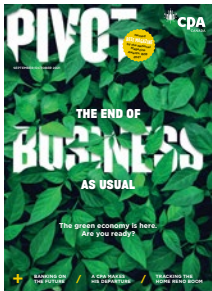
# MEMBER EVENTS



**Myrna Buttner**, (Hon.) CPA  
Director of Member Events

## NEW MEMBER ORIENTATION TO BE HELD VIRTUALLY

CPA Saskatchewan will host a virtual New Member Orientation this Fall for CPAs who joined CPA SK as members in the last year. The Orientation will cover member obligations, benefits and the many services available from CPA Canada and CPA Saskatchewan. Welcome to our newest members!



## PIVOT MAGAZINE

CPA Canada's PIVOT is a must read for current and future business leaders and it is available in both print and digital formats.

## CPA SK'S MARCH 2022 CONVOCATION

Save The Date



The next CPA SK Convocation is scheduled for Saturday, March 19, 2022, for all successful candidates from the May and September 2021 CFE exams. Due to the pandemic, the event's format may be modified from the traditional ceremony, dinner and dance. More information will be sent to the successful candidates at the end of the year.

## CPA CANADA INVITES YOU TO THEIR 2ND VIRTUAL FINANCIAL LITERACY CONFERENCE!



Sign up today and get ready for an "out of this world" voyage this November by exploring financial literacy on a whole new level. Join CPA Canada on a virtual space shuttle this Financial Literacy Month to hear from expert guest speakers on the most trending issues related to financial education.

This year's theme is "Brave New World." For more information and to register, visit [cpacanada.ca/financialliteracy](https://cpacanada.ca/financialliteracy).

## UPCOMING CPA ASSIST EVENTS

### October 14 – Webinar

*Professional Ethics and Psychological Safety*

### October 21 – Webinar

*Positive Self-Talk: Identifying Self-Talk and How You Can Use it to Positively Impact Your Mood and Performance*

### December 8 – Wellness Conference

Watch your email for session and registration information.



# NOVEMBER IS FINANCIAL LITERACY MONTH



Have questions before signing up as a financial literacy volunteer? Find answers to your questions about CPA Canada's financial literacy volunteer program here.

## What are my responsibilities as a volunteer?

- share your knowledge in a way that is easy to understand
- register your session with CPA Canada
- coordinate with the host organization
- learn about the target audience/host organization/school
- check if you need a police check for the school board you are volunteering with
- find out about the session requirements
- review the session overview
- familiarize yourself with the session materials (PPTs, handouts, and so on)
- submit completed evaluation forms to us

## Is there an orientation package I can refer to?

Yes, when CPAs register to become volunteers, they will receive the financial literacy volunteer orientation package. If you have not received it, please email CPA Canada.

## How long is a session?

A session is set to be an hour, including a 15-minute Q&A at the end. School workshops are 45-60 minutes (including a 15-minute Q&A), depending on the grade.

## Who can present a session?

Our sessions can only be presented by a CPA, the financial literacy volunteer. The program gives our members the opportunity to give back to their community by teaching financial literacy from an unbiased perspective. Currently all sessions are virtual.

## Who is the target audience?

Our general target audience is middle income individuals with a steady income who need help with managing their money. This audience is divided into the following key areas:

- adults
- seniors
- workplace
- new Canadians
- school (elementary and high school students)
- post-secondary students
- small and medium businesses
- entrepreneurs
- low income individuals

For specific session details, review the session overviews for each topic to see the objectives and the recommended audience.

## How long do I need to prepare a session?

The recommended preparation time, especially if it's your first time, is at least two hours or until you feel comfortable with the content. Friends and family can be great "practice" audience members.

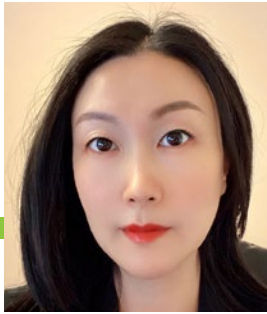
## What is the mission of CPA Canada Financial Literacy?

Our mission is to deliver unbiased, functional and clear financial literacy information to the general public in order to improve the overall state of financial literacy in Canada.

Read the entire set of [Financial Literacy FAQs](#).

Register as a [Financial Literacy Volunteer](#).





## CPAs PROVIDE OPPORTUNITIES FOR PROCESS IMPROVEMENTS AND MEANINGFUL CHANGE

**Christina (Lijun) Zhou, CPA, CMA**

Christina believes that one of the coolest things that her CPA designation has allowed her to do in her career is to apply her education and learning to her job. “In my role, I am a member of the leadership team,” she noted. “I welcome the many opportunities to directly contribute to our future organizational plans and to be able to see the results first-hand.”

For the past ten years, Christina has held the position of Vice-President of Finance and Administration/CFO for Silver Sage Housing Corporation in Regina. “Silver Sage Housing Corporation is a non-profit organization,” she explained. “The mission of the organization is to provide and promote high-quality social and affordable housing for First Nations people living in urban areas. Silver Sage currently manages 371 rental units on behalf of the Canada Mortgage and Housing Corporation and provides affordable housing to low-income families. Additionally, Silver Sage owns 197 rental units and provides social housing to tenants to meet their housing needs. The majority of housing units are located in Regina; however, the organization also has rental property in rural areas including Fort Qu’Appelle, Indian Head, Sintaluta, Swift Current, Raymore, and Quinton.”

In her current role, Christina serves as an integral member of the leadership team and officer of the corporation. “This role is accountable to lead the provision of effective and efficient financial management and control for the organization,” she said. “My responsibilities encompass all functions associated with the end-to-end accounting process/cycle, which includes financial management and accounting of revenues and expenditures, financial analysis, costing, reporting and related compliance and control, cash management, annual budget and audit. I’m also responsible for payroll/benefits administration and the administration of information systems, technologies, related security, and leading the Finance/Administration team.”

The pandemic caused quite a shift for many organizations with respect to managing their business operations. “At Silver Sage, we made some modifications to our work environment in support of employee and tenant well-being while, at the same time, we identified opportunities for process improvements,” Christina noted. “During the past number of months, the Finance and Administration department identified opportunities for changing the

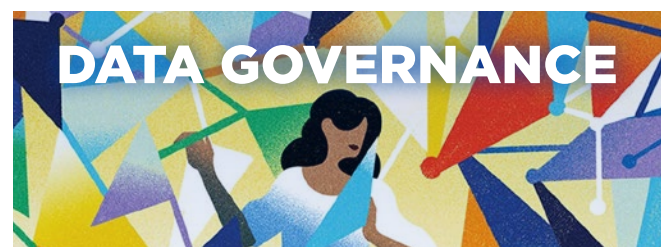
way in which we do business, especially using technology-based solutions. We also kept current, helped apply for, and administered COVID-19 related funding opportunities and tracked/reported on these results, remained vigilant with staying on top of all other financial indicators and provided leadership with up-to-date financial information.”

When asked about how she sees the future role of CPAs, Christina said that CPAs are at the heart of most business operations, whether it’s financial planning, budgeting, financial controls or tracking/reporting. “CPAs help organizations and their leadership by providing sound financial advice and expertise,” she said. “As existing organizations recover from the pandemic or new organizations are formed, I believe the role of a CPA will become even more important since having a sound financial plan, managing budgets, cash flows, ROIs and other financial performance indicators and reporting on results will be given even more of a priority. CPAs provide opportunities for process improvements and meaningful change which is another key to organizational success.”

Christina holds a Business Administration degree (major in accounting) from the University of Regina. She obtained her CMA designation in 2013. She is currently enrolled in the Master of Administration in Leadership program with the University of Regina, which she will be completing next year.

Christina makes time to be involved in the community. Prior to the pandemic, she volunteered for Silver Sage’s Round Dance for the community. This event provided an opportunity to meet community members and participate in learning more about First Nations culture and ceremonies.

All her spare time now has been dedicated to studying. “I do try to ensure I have some balance though,” Christina observed. “I am happy the gyms have opened up now. And a trip to China to see my family and friends is on my list!”



# 5 WAYS THE CHANGE OF SEASONS MIGHT AFFECT YOUR MENTAL HEALTH AND WHAT YOU CAN DO ABOUT IT.



(Article previously published in 2017)

Sometimes it can seem like it's mandatory to like fall. Everyone is abuzz with talk of pumpkin spice lattes, sweater weather, and rain boots. If seasonal changes are difficult for you, you might feel alone. The truth is that for many people, the transition to fall is tough and the transition to winter is even tougher. Understanding why seasonal changes can be difficult can help you devise strategies to make this season a better season.

## Seasonal Affective Disorder

Every year, about five percent of Americans experience a condition called seasonal affective disorder. Seasonal affective disorder (SAD) is seasonal depression. Though doctors think it might be related to changes in light levels outside, some people develop SAD during the summer months so its cause remains poorly understood. SAD gets better when the season changes but it can cause depression ranging from mild to debilitating, for months at a time.

The good news is that SAD is highly treatable, often with light therapy, outdoor activity, and sometimes with medication. If you find your mood shifting every year or if you've noticed that this fall you just can't get into the season, then seasonal affective disorder could be the culprit.

## Reactions to Daylight Savings Time

"Falling back" means getting an extra hour. It also means spending a lot more of the day in darkness. Research is increasingly uncovering ways that Daylight Savings Time affects physical and mental health. For parents, it can mean a disruption in their child's routine that requires getting up earlier. For everyone, it means more daytime darkness.

This is a risk factor for depression in people with seasonal affective disorder. It can also decrease access to vitamin D, a primary source of which is sunlight. Adequate vitamin D intake is key for many basic bodily processes, and vitamin D insufficiency has been linked to depression.



**Joel L. Young, M.D.**

*Dr. Young is Medical Director of the Rochester Center for Behavioral Medicine outside of Detroit who teaches Psychiatry at Wayne State University School of Medicine.*

## Inadequate Access to Light

Daylight Savings Time means spending less time in natural sunlight. Cold weather, particularly in northern regions, can compound this phenomenon. This increases the risk of depression, and can also alter circadian rhythms. Many people feel more tired and less hopeful during the winter months, even when they're not depressed. For some, the lack of adequate daylight may alter their food intake and hunger level. So weight gain at the holidays could be due to hunger signals from your brain, not just the availability of too much pumpkin pie.

## Holiday Traditions and Family Feuds

Commercials and Christmas stories act as if everyone has a loving, supportive family with whom to spend their holidays. Movies treat family feuds as hilarious, not heartbreaking. In reality, most people have some disputes with family members. For some, the holiday season means going home to abusive parents or siblings or deciding whether to spend time with unkind in-laws.

If your family has died, holiday traditions can spur memories of holidays past, triggering grief, guilt, and a cascade of other painful emotions. But with so much pressure to be happy at the holidays, many people who struggle with the loss, disagreements, and family abuse feel ashamed that their holidays don't look like the "perfect" ones they see on television.

## Pressure to Keep Up

For almost everyone, the transition to fall initiates a cascade of holidays: Rosh Hashanah, Halloween, Thanksgiving, Christmas, and more. Holidays are fun, but they're also work. The pressure to appear to be having fun while working to keep up with the neighbors, your family, and your friends can be overwhelming. There are decorations to buy, meals to make, presents to purchase, and endless events to attend.

Skip out on anything, and you might feel guilty and like you're not making the season sufficiently magical. But do it all and fade into exhaustion and emotional turmoil. It can feel like a no-win game.

## Managing Stress as the Season Changes

Stress is not an inevitability of seasonal changes. It's a product of the way many of us choose to live. This means it's changeable. For people overwhelmed by seasonal affective disorder, painful stress, or family conflict, therapy can be a powerful ally.

Medication may also help, particularly when minor stress turns into major depression. Some other strategies that can help you make it through:

- Making a list of priorities for the season. Don't give into pressure. Do the things you really enjoy and forget about the rest.
- Getting access to plenty of natural light by spending some time outside or sitting under a sun lamp.
- Maintaining a regular schedule, even when cold temperatures tempt you to sleep in.
- Starting your own family traditions, particularly if you have a conflict with your family of origin.
- Taking care of your body. Exercise at least 30 minutes a day, at least five days per week. Eat plenty of healthy foods and get enough sleep.

Even if every seasonal change in years past has been difficult for you, this one can be better. Take time to protect your mental health and watch the transition to autumn and winter become your favorite time of year.

*For more information about upcoming webinars and events, visit [cpa-assist.ca](https://cpa-assist.ca).*

*To book an appointment through CPA Assist call 1-855-596-4222 or email [cpaforbes@telus.net](mailto:cpaforbes@telus.net). CPA Assist provides confidential counselling services and 24/7 crisis support to Alberta and Saskatchewan CPAs, candidates, and their immediate families.*

# CPA ASSIST IS HERE FOR YOU



**20%** of CPAs suffer from a mental health issue

**58%** of CPAs experience major stressors on a daily basis

Based on the 2019 CPA Assist Health and Wellness Survey

## WELLNESS BEFORE YOUR WEEKEND

### CPA Assist is looking for CPAs or CPA Candidates to share their stories!

CPA Assist is looking for CPAs who can speak to any aspect of physical or mental health for their monthly "Wellness Before Your Weekend" social media series.

You might not consider yourself an expert in wellness, but your tips and stories could have a huge impact on someone. Past topics covered in this series have included hydration, kindness, seeking help, reading, and more.

If you are interested in being featured by CPA Assist in this campaign, email Amy Nelson-Mile at [anelson-mile@cpask.ca](mailto:anelson-mile@cpask.ca).



## SUPPLY CHAIN SECURITY IN UNCERTAIN TIMES: QUESTIONS A BOARD SHOULD ASK

During uncertain times, the security of your supply chain is paramount. Help your board of directors in their oversight of company efforts to evaluate and reinforce supply chain resilience in the wake of major disruptions.

Our interconnected global economic system exposes businesses to a broad range of risk factors, with more potential points of failure and less room to absorb delays and disruptions. Operating in an environment of volatility, uncertainty, complexity, and ambiguity appears to be the new status quo.

Supply competitiveness has mainly been a matter of maximized efficiency/asset utilization and minimized cost/inventory. During the COVID-19 pandemic, however, we have seen that an acute focus on efficiency does not bode well when supply becomes constrained due to uncontrollable external events.

This paper addresses strategic aspects for boards to consider and questions aimed to satisfy the board that appropriately robust supply chain security and agility measures are in place.

Get your [downloadable electronic copy](#) of this brief commissioned by CPA Canada.



## PRACTITIONER'S PULSE: NEW SUITE OF QUALITY MANAGEMENT STANDARDS

### On-Demand Event

Learn about the new suite of quality management standards. Listen as the Auditing and Assurance Standards Board (AASB) shares highlights of the new standards as well as considerations for small firms as you prepare for implementation.

Stay current with the latest key developments that affect your practice. Learn about a new suite of quality management standards that is replacing Canadian Standard on Quality Control (CSQC) 1, *Quality Control for Firms that Perform Audits or Review of Financial Statements and Other Assurance Engagements*.

Do you want to learn more about how this new suite of standards will impact your firm's policies and practices? [Join CPA Canada for a conversation with representatives from the AASB](#) to learn about the new suite of quality management standards, comprising:

- Canadian Standard on Quality Management (CSQM) 1, *Quality Management for Firms that Perform Audits or Review of Financial Statements, or Other Assurance or Related Services Engagements*
- CSQM 2, *Engagement Quality Reviews*
- Canadian Auditing Standard (CAS) 220, *Quality Management for an Audit of Financial Statements*

CSQC 1 applied to audits and reviews of financial statements, as well as other assurance engagements. It did not extend to related services engagements in the Handbook. For many small and medium-sized practitioners (SMPs), as well as sole practitioners, who only perform compilation engagements, CSQC 1 did not apply. Under CSQM 1, these firms will be designing, implementing, and operating a system of quality management (SQM), for the first time.



# REGULATORY MATTERS

## CONGRATULATIONS TO OUR NEW MEMBERS!

### NEW GRADUATES

Devin Joseph Berger, CPA  
Danielle Kristine Bouey, CPA  
Amanda Dawn Buchholzer, CPA  
Yue Cai, CPA  
Jorge Esteban Colin, CPA  
Marnus Tobias de Vos, CPA  
Heidi Lynn Dick, CPA  
Eryn Dawn Enns, CPA  
Xiaoyu Fan, CPA  
Yingying Feng, CPA  
Christopher Michael Germaine, CPA  
Kylie Rae Gerwing, CPA  
Luke Lorne Hansen, CPA  
Logan Phillip Charles Howe, CPA  
Jocelyn Emma Kline, CPA  
Adam Peter Kowalchuk, CPA  
Taylor Jayde Logan, CPA  
Morgan Alyssandra McEachern, CPA  
Alexander John McFie, CPA  
Tyler Alexander McKimmon, CPA  
Gregory Dean Moir, CPA  
Megan Justine Mossman, CPA  
Romina Antonella Oquendo Veliz, CPA  
Taylor James Reich, CPA  
Eva Nora Maude Rennie, CPA  
Khushbu Radhey Shah, CPA  
Dallas Aron Siemens, CPA  
Nilesh Prajapati Sohanlal, CPA  
Vanessa Lavon Steiner, CPA  
Mackenzi Rose Steinhubel, CPA  
Leslie Szeto, CPA  
Akul Vaidyanathan, CPA  
Shaylene Lee Van Genderen, CPA  
Lie Jie Yang, CPA

### NEW THROUGH MRA

Oluwatoyin Oyindamola Fatoyinbo, CPA

### NEW TO SK

Abdulkadir Abu Bello, CPA, CGA  
Trevor James Chopek, CPA  
Craig James Elliott, CPA, CGA  
Courtney Lynne Horpestad, CPA  
Igor Kostiotchenko, CPA, CA  
Gillian Susan Lee, CPA, CGA  
Harry Eamon Mortimer, CPA, CMA  
Michael Naylor, CPA, CA  
Jayme Ryan Nelson, CPA, CA  
Erica Victoria Nicole O'Grady, CPA, CA  
Gus Patel, CPA, CA  
A'lana L. Rains, CPA, CMA  
Jonathan Matteo Torresan, CPA, CA  
Shane Joseph Weimer, CPA, CA  
Lynn Marie Wong, CPA, CA  
Matthew John Michael Zakaluzny, CPA, CGA

### IN MEMORIAM

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

Floyd Melvin Manz, FCPA, FCA  
from Regina, SK on June 18, 2021

Yvonne Leah Strocen, CPA, CA  
from Yorkton, SK on June 21, 2021

Our thoughts are with their families and friends.

### CALL FOR COMMITTEE VOLUNTEERS

CPA Saskatchewan is looking for volunteers to serve on the Discipline, Rules and the Professional Practice Committees.

Interested members should submit their resumes to the [Registrar email](#) for consideration.

### IMPORTANT DEADLINES

December 3, 2021 – Deadline to submit Firm, PC and Licence Renewals

April 15, 2022 – Deadline to report CPD hours, including reporting of at least 4 verifiable ethics hours, and to submit your Spring Renewal

# DISCIPLINARY NOTICES

## Notice of Discipline Committee Decision and Order Case #1909-19 and Case #1910-21

BERGLUND, LEANNE IRENE (FORMER MEMBER)

Following the receipt of a Formal Complaint made by the Professional Conduct Committee, the Discipline Committee held a hearing regarding the conduct of Leanne Irene Berglund (former member) (Berglund) on June 7, 2021.

The context in which the Formal Complaint arose is that Berglund, while engaged to provide professional services to a church and its daycare operation, misappropriated assets in excess of \$450,000 by depositing funds intended for the clients directly into a personal bank account under her control. The misappropriation occurred as Berglund manipulated and removed internal controls established by the church and daycare and then used another member's signature on an audit report without their knowledge or permission.

The Discipline Committee made a determination of guilt related to professional misconduct as defined in section 26 of *The Accounting Profession Act* ("the Act") in that Berglund's conduct breached Bylaws 200.1 and 200.2 made or continued pursuant to the Act.

Further to Bylaw 200.4, Rules of Professional Conduct, 202.1, 205, 212.2 and 213.1 are relevant.

The Discipline Committee therefore issued the following Order:

- The former registrant receive and acknowledge in writing a letter of written reprimand signed by the discipline hearing chair;
- The former registrant pay a fine in the amount of thirty thousand (\$30,000.00) dollars;
- The fine shall be paid by the former registrant within thirty (30) days of receipt of the Order; and
- The Decision and Order of the Discipline Committee shall be published in the CPA Saskatchewan newsletter and be posted on the Institute's website on a named basis with a summary of the professional misconduct and sanction.

Berglund is a member of another provincial institute. The Decision and Order has been issued to that provincial institute under Bylaw 50.1.

The text of relevant bylaws and rules of professional conduct:

### Throughout the relevant period

#### Bylaws

- 200.1 Practice of the profession or services provided as a Chartered Professional Accountant shall be performed within the context of the following standards of conduct:
- (a) integrity;
  - (b) objectivity;
- 200.2 A registrant or suspended registrants shall, at all times, exercise appropriate moral behaviour and shall comply with the laws of Canada and the province in which they reside or in which they provide professional services.
- 200.4 The Board adopts the Rules of Professional Conduct as established and amended from time to time, which shall apply to registrants and suspended registrants.

#### Rules of Professional Conduct

##### *Integrity and Due Care*

- 202.1 A member, student or firm shall perform professional services with integrity and due care.

(continued on next page)

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### Independence

#### *Assurance and Specified Auditing Procedures Engagements*

- 204.1 A member or firm who engages or participates in an engagement:
- (a) to issue a written communication under the terms of an assurance engagement; or
  - (b) to issue a report on the results of applying specified auditing procedures;

shall be and remain independent such that the member, firm and members of the firm shall be and remain free of any influence, interest or relationship which, in respect of the engagement, impairs the professional judgment or objectivity of the member, firm or a member of the firm or which, in the view of a reasonable observer, would impair the professional judgment or objectivity of the member, firm or a member of the firm.

#### *False or Misleading Documents and Oral Representations*

- 205 A member, student or firm shall not:
- (a) sign or associate with any letter, report, statement, representation or financial statement which the member, student or firm know, or should know, is false or misleading, whether or not the signing or association is subject to a disclaimer of responsibility, nor
  - (b) make or associate with any oral report, statement or representation which the member, student or firm know, or should know, is false or misleading.

#### *Handling Property of Others*

- 212.2 A member, student or firm in the course of providing professional services shall handle with due care any entrusted property.

#### *Unlawful Activity*

- 213.1 A member, student or firm shall not knowingly associate with to any unlawful activity.

A copy of the Decision and Order dated June 18, 2021 is available on our website.

This notice is issued pursuant to Bylaw 49.1 and the terms of the Order.

Authorized by:  
Leigha Hubick, CPA, CA  
Registrar  
CPA Saskatchewan

June 30, 2021

### **Do you need to REGISTER A FIRM?**

[Learn more](#)



CPAs practice in many diverse service areas. This webpage will advise when you need to register a firm. Practicing without proper registration may result in fines.

### **CPD REPORTING TOOL UPDATE**

Members can now see their reported verifiable ethics hours (Bylaw 23.4) in the CPD Reporting Tool. Remember you will need a minimum of four verifiable ethics hours by December 31, 2021.

# REGULATORY NOTICES



The Institute of Chartered Professional Accountants of Saskatchewan

## NOTICE OF RESTRICTION ON REGISTRATION AS A MEMBER

On September 8, 2021, the Registration Committee of the Institute of Chartered Professional Accountants of Saskatchewan approved the restriction of registration of the following member:

**DOMINIC G. POISSANT, CPA, CMA**

The registration of this member has been restricted such that the member and their firm shall only practice other regulated services as defined in Bylaw 2.1(bb) under the mentorship of another registered firm in good standing until the member, on behalf of the firm, has submitted a policy manual relating to the firm's administration for review by the Registrar.

The registration of this person has been restricted pursuant to Regulatory Bylaw 31.1 due to non-compliance with Board Rule 310.5.

Authorized by:  
Leigha Hubick, CPA, CA  
Registrar

September 17, 2021



The Institute of Chartered Professional Accountants of Saskatchewan

## NOTICE OF RESTRICTION ON REGISTRATION AS A FIRM

On September 8, 2021, the Registration Committee of the Institute of Chartered Professional Accountants of Saskatchewan approved the restriction of registration of the following firm:

**DOMINIC POISSANT CPA PROF. CORP.**

The registration of this firm has been restricted such that the member and their firm shall only practice other regulated services as defined in Bylaw 2.1(bb) under the mentorship of another registered firm in good standing until the member, on behalf of the firm, has submitted a policy manual relating to the firm's administration for review by the Registrar.

The registration of this firm has been restricted pursuant to Regulatory Bylaw 31.1 due to non-compliance with Board Rule 310.5.

Authorized by:  
Leigha Hubick, CPA, CA  
Registrar

September 17, 2021





The Institute of Chartered Professional Accountants of Saskatchewan

## **NOTICE OF RESTRICTION ON REGISTRATION AS A MEMBER**

On September 8, 2021, the Registration Committee of the Institute of Chartered Professional Accountants of Saskatchewan approved the restriction of registration of the following member:

**VAROAN PREMRAJ, CPA**

The registration of this person has been restricted pursuant to Regulatory Bylaw 31.1 due to non-compliance with Bylaws 23.2 and 23.3 (CPD Reporting). Having been restricted, this individual shall report the completed CPD activities to CPA Saskatchewan before each quarter end.

Authorized by:  
Leigha Hubick, CPA, CA  
Registrar

September 17, 2021



The Institute of Chartered Professional Accountants of Saskatchewan

## **NOTICE OF RESTRICTION ON REGISTRATION AS A MEMBER**

On June 23, 2021, the Registration Committee of the Institute of Chartered Professional Accountants of Saskatchewan approved the restriction of registration of the following member:

**DENISE S. OVERS, CPA, CMA**

The registration of this person has been restricted pursuant to Regulatory Bylaw 31.1 due to non-compliance with Bylaws 23.2 and 23.3. Having been restricted, this individual shall report the completed CPD activities to CPA Saskatchewan before each quarter end.

Authorized by:  
Leigha Hubick, CPA, CA  
Registrar

June 29, 2021

# REGULATORY NOTICES



The Institute of Chartered Professional Accountants of Saskatchewan

## NOTICE OF SUSPENSION OF REGISTRATION AS A MEMBER

On September 8, 2021, the Registration Committee of the Institute of Chartered Professional Accountants of Saskatchewan approved the suspension of registration of the following member:

**ERICA L. CARLTON**

The registration of this individual has been suspended for the period of one (1) year pursuant to Regulatory Bylaw 33.1 due to non-compliance with Bylaws 10.4, 130.1, 130.9 (Renewal and Fees) and Board Rule 467.1 (Payment of Late fees).

During this period of suspension, this individual shall not use either the title 'professional accountant', the professional designations 'Chartered Professional Accountant' or 'Certified Management Accountant', or the initials 'CPA' or 'CMA' in Saskatchewan.

Authorized by:  
Leigha Hubick, CPA, CA  
Registrar

September 17, 2021



The Institute of Chartered Professional Accountants of Saskatchewan

## NOTICE OF SUSPENSION OF REGISTRATION AS A MEMBER

On September 8, 2021, the Registration Committee of the Institute of Chartered Professional Accountants of Saskatchewan approved the suspension of registration of the following member:

**MELISSA C. LIE**

The registration of this individual has been suspended for the period of one (1) day pursuant to Regulatory Bylaw 33.1 due to non-compliance with Bylaws 23.1, 23.2, 23.3, 23.8, 130.9 and Board Rules 323.1 (CPD) and 467.1 (Payment of Late fees).

During this period of suspension, this individual shall not use either the title 'professional accountant', the professional designations 'Chartered Professional Accountant' or 'Certified General Accountant', or the initials 'CPA' or 'CGA' in Saskatchewan.

Authorized by:  
Leigha Hubick, CPA, CA  
Registrar

September 17, 2021



The Institute of Chartered Professional Accountants of Saskatchewan

## **NOTICE OF SUSPENSION OF REGISTRATION AS A MEMBER**

On September 8, 2021, the Registration Committee of the Institute of Chartered Professional Accountants of Saskatchewan approved the suspension of registration of the following member:

**DWAYNE DWIGHT LINDSAY**

The registration of this individual has been suspended for the period of one (1) day pursuant to Regulatory Bylaw 33.1 due to non-compliance with Bylaws 10.4, 23.1, 23.2, 23.3, 23.8, 130.9 and Board Rule 323.1 (Renewal and CPD).

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

Authorized by:  
Leigha Hubick, CPA, CA  
Registrar

September 17, 2021



The Institute of Chartered Professional Accountants of Saskatchewan

## **NOTICE OF SUSPENSION OF REGISTRATION AS A MEMBER**

On September 8, 2021, the Registration Committee of the Institute of Chartered Professional Accountants of Saskatchewan approved the suspension of registration of the following member:

**ISAAC M. MVULA**

The registration of this individual has been suspended for the period of one (1) year pursuant to Regulatory Bylaw 33.1 due to non-compliance with Bylaws 10.4, 130.1, 130.9 (Renewal and Fees) and Board Rule 467.1 (Payment of Late fees).

During this period of suspension, this individual shall not use either the title 'professional accountant', the professional designations 'Chartered Professional Accountant' or 'Certified General Accountant', or the initials 'CPA' or 'CGA' in Saskatchewan.

Authorized by:  
Leigha Hubick, CPA, CA  
Registrar

September 17, 2021

# REGULATORY NOTICES



The Institute of Chartered Professional Accountants of Saskatchewan

## NOTICE OF SUSPENSION OF REGISTRATION AS A MEMBER

On September 8, 2021, the Registration Committee of the Institute of Chartered Professional Accountants of Saskatchewan approved the suspension of registration of the following member:

**RICHARD NEVILLE PETERKIN**

The registration of this individual has been suspended for the period of one (1) day pursuant to Regulatory Bylaw 33.1 due to non-compliance with Bylaws 23.1, 23.2, 23.3, 23.8, 130.9 and Board Rules 323.1 (CPD) and 467.1 (Payment of Late fees).

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

Authorized by:  
Leigha Hubick, CPA, CA  
Registrar

September 17, 2021



The Institute of Chartered Professional Accountants of Saskatchewan

## NOTICE OF SUSPENSION OF REGISTRATION AS A MEMBER

On September 8, 2021, the Registration Committee of the Institute of Chartered Professional Accountants of Saskatchewan approved the suspension of registration of the following member:

**HAOPENG TANG**

The registration of this individual has been suspended for the period of one (1) day pursuant to Regulatory Bylaw 33.1 due to non-compliance with Bylaws 10.4, 23.1, 23.2, 23.3, 23.8, 130.1, 130.9 and Board Rules 323.1 (Renewal, Fees, and CPD) and 467.1 (Payment of Late fees).

During this period of suspension, this individual shall not use either the title 'professional accountant', the professional designations 'Chartered Professional Accountant' or 'Certified General Accountant', or the initials 'CPA' or 'CGA' in Saskatchewan.

Authorized by:  
Leigha Hubick, CPA, CA  
Registrar

September 17, 2021





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# 2018 – 2020 CPD VERIFICATION REPORT

## Key Items Noted

The Continuing Professional Development (CPD) cycle ended December 31, 2020, was the fourth CPD verification for members since unification. CPD verification requires that a member provide documentation to support their verifiable learning activities, including a linkage of the learning activities to their current or future professional role.

In addition to assessing members' compliance with the Rules governing the minimum CPD requirements, the goal of the 2018-2020 verification program was to increase our understanding of the diversity of learning activities accessed by members and to ensure our guidance and documentation requirements reflect this diversity and provide clarification for areas of uncertainty.

Under the guidance and approval of the Registration Committee, CPA Saskatchewan staff applied a risk lens to the sample selection for the 2018-2020 cycle, focusing on members who had reported CPD activities from unique sources, or who had reported a majority of their verifiable CPD through self-study, research, or in-house learning activities. As in prior years, a random sample of 3% out of this population was selected for verification.

Based on our review of the documentation submitted, we have the following key takeaways to note for all our members when reporting CPD activities going forward:

### 1. Identification of the Learning Activity related to a CPD Activity

Actual hours claimed for CPD are limited to the portion of the CPD activity in which a **learning activity** was achieved. The learning component of a CPD activity was not always evident in the documentation provided by members, particularly for members reporting research or projects. For the most part, members were able to provide a copy of the output of the learning activity undertaken; however, not all members were able to identify how a project extended beyond the scope of their day-to-day work. Further, there were times where members were unable to provide objective validation of the output of the learning activity or the log of hours to support the time claimed as verifiable CPD. In these instances, the CPD hours were removed from the member's record.

Research or projects can provide an excellent source of learning, and often account for the majority of the unverifiable CPD hours reported by CPAs. In order for these hours to be verifiable CPD, the project must begin with a pre-determined scope which includes an

identification of the learning outcome. The project also must result in an output that can be validated by an objective party and provided to us for review. Finally, a log of hours is required to be compiled at the time the project is completed and should be capable of being validated by an external party. Members who were able to meet these requirements were able to clearly demonstrate how the research or project resulted in a learning activity that supported or further developed their professional competence.

### 2. Linking the Learning Activity to the CPA's Professional Role

For an activity to be recognized as verifiable CPD, a member must be able to relate the learning to their current professional practice and/or long-term CPA career interests. CPD is one of the proxies for evaluating member competence. The minimum requirements are designed to ensure members are supporting and developing the technical and enabling competencies required of their professional roles. We noted many instances where members reported learning activities that were either not clearly linked to their professional role or learning activities that did not support the competencies required of a CPA. This was often the case for members reporting a multitude of one-hour webinars on a broad spectrum of generalized topics. At times, it was not possible for the member to draw a linkage between the learning achieved and the specific competencies required of their role. This often resulted in requests for additional information and the subsequent removal of hours that were not relevant to the CPAs professional role.

CPAs must apply professional skepticism to CPD reporting, with a focus on engaging in learning activities to continue to meet the expectations of the public (i.e. clients and employers). Professional skepticism is important in assessing both the quality and relevance of the learning activities completed and in choosing appropriate high-quality sources to keep skill sets current with our rapidly changing environment. There is an expectation that CPAs are critically assessing their current knowledge and skill sets against the requirements of their current or future professional roles and are carefully choosing targeted learning activities to ensure that their knowledge stays relevant and up to date.

We encourage members to read our CPD Self-Assessment Tool for additional guidance on the application of professional skepticism to the verifiable CPD hours reported.

### 3. Ensuring Balance and Proactively Planning

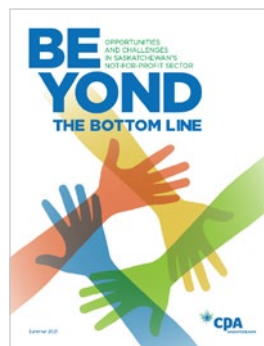
Generally, our members have access to a wide variety of sources of high-quality CPD, including targeted courses and conferences, opportunities to research and present technical topics as a speaker or facilitator, pre-determined research or project work with focused learning outcomes, or professional work on Committees and Boards. Members are encouraged to continually balance their CPD from a wide variety of sources. While Committee and Board work or research projects remain important sources of CPD, members should assess whether they are obtaining sufficient balance in their CPD such that they are supporting the development or maintenance of the required competencies of their role in the most effective way.

In our review, we also noted that a number of selected members reported employer provided internal training courses as their only source of CPD. On the face of it, some of these courses, such as equipment training, health and safety courses, and team meetings did not initially appear to be relevant to the role of a CPA specifically. However, upon request for further information, many of these members were successfully able to provide additional details to support the relevance of these courses. We encourage members to retain as many details about employer provided training as they can, especially if the activities are brief lunch and learn style courses or are less formal in nature. In addition to the documentation to support the completion of the learning activity, members should retain details on what was discussed and how the learning achieved supported the specific competencies required of their role.

We continue to encourage members to take a proactive approach in planning their CPD activities. This includes taking stock annually of their current or future planned roles, identifying gaps in knowledge or areas where concepts or standards are changing, and then proactively choosing CPD activities to begin to bridge these gaps to maintain or enhance their knowledge and skills.

Thank you to all the participants for your timely compliance with the CPD reporting requirements, the 2021-22 examination, and for making our profession stronger through our collective dedication to high quality CPD.

## SPECIAL EDITION ISSUE: NFPO SECTOR BEYOND THE BOTTOM LINE



CPA Saskatchewan published in July a special edition issue to shine the spotlight on Saskatchewan's resilient not-for-profit sector. You can download a copy from [cpask.ca](https://cpask.ca).

## GUIDE FOR PRACTITIONERS: ROADMAP TO THE CPA CANADA HANDBOOK – ASSURANCE TOOL

Use CPA Canada's new interactive tool to help you identify which standard(s) to use when providing services in accordance with the CPA Canada Handbook – Assurance.

This guide is meant to be used in conjunction with the tool, an interactive application which will ask a series of branching questions to lead you toward the appropriate standard for your engagement.

This guide will instruct you on how to use the tool and will also provide additional guidance, such as helping you to:

- understand the engagement requests
- determine the subject matter(s) applicable to your engagement
- determine the assurance level(s) requested

Get your [downloadable electronic copy](#).

# REGULATORY MATTERS

## CPA SK GOVERNING DOCUMENTS



Registrants are subject to a regime of regulation defined as Rules which, “means and includes any right, requirement, obligation of a registrant or duty or power of the Institute that is set out in the Act, a Bylaw, a Board rule, a Discipline Committee rule and the Rules of Professional Conduct, as amended from time to time.”

The rules work together in regulation, with the Act at the core of the Board’s ability to generate rules. If the Act does not require or permit a rule in a particular aspect of regulation or Institute function the rule cannot be made.

Registrants are subject to regulation defined as Rules, which includes:

- [The Accounting Profession Act](#)
- [The Accounting Profession Regulatory Bylaws](#)
- [The Accounting Profession Administrative Bylaws](#)
- [Rules of Professional Conduct \(RPCs\)](#) and [Rule Interpretations](#)
- [The Accounting Profession Regulatory Board Rules](#)
- [The Accounting Profession Administrative Board Rules](#)
- [Discipline Committee Rules](#) made pursuant to subsection 30(3) of the Act.

Registrants are expected to be familiar with the above governing documents. For more information, or to download the documents, visit [cpask.ca](http://cpask.ca).

## NEW COMPILATION STANDARD – GUIDANCE RESOURCES



CSRS 4200 – *Compilation Engagements* is effective for year ends on or after December 14, 2021! Access CPA Canada for guidance on implementing this new standard: [New compilation standard: Guidance resources](http://cpacanada.ca) ([cpacanada.ca](http://cpacanada.ca))

Attend a CPA Saskatchewan PD Course on the topic by registering here: [CPA Saskatchewan](#).

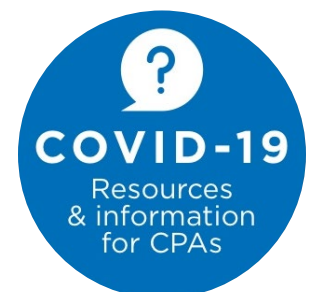
## THE EMPLOYERS’ COVID-19 EMERGENCY REGULATIONS

On September 28, 2021, the Government of Saskatchewan announced the introduction of new regulations – *The Employers’ COVID-19 Emergency Regulations: Vaccination Requirements in the Private Sector*.

These regulations support any provincially regulated employer, other than a public employer, who voluntarily implements a proof of vaccination or negative test policy for its employees.

Information about *The Employers’ COVID-19 Emergency Regulations*, including a Fact Sheet and a Q & A document, can be found [here](#).

For additional support, please contact the COVID-19 Business Response Team at [supportforbusiness@gov.sk.ca](mailto:supportforbusiness@gov.sk.ca) or toll free at 1-844-800-8688.





# RESOURCES, PROGRAMS, PROFESSIONAL UPDATES AND EVENTS

## FORESIGHT

### What will our return to the workplace look like?

The pandemic upheaved Canadian workplaces. No commute times and video conference calls quickly became a new normal. Returning to the office once appeared to be a distant concept, but now employers are slowly beckoning employees. “Return to office” plans are in motion. [But what will the future of workplace look like?](#)

### Help shape the Friedrichs’ new publication, *Technology is a Double-edged Sword*

*Technology is a Double-edged Sword* is a publication currently in the works by Brian Friedrich, LLM, MEd, C.Dir, FCPA, FCGA and Laura Friedrich, MSc, CIA, FCPA, FCGA. Your feedback will speak directly to them to drive the publication’s narrative on how ethics can influence decision-making on technological development across businesses. They’ll be analyzing all your answers – [make sure to let them know what you have to say!](#)

### To be future-ready, the profession needs to be tech savvy, expert says

The world is changing rapidly. And the Canadian accounting profession is developing the new CPA “Way Forward” Competency Map (CM2.0) to ensure accountants are transforming to meet the needs of the future.

The new CM2.0 will include updated competencies to prepare the next generation of CPAs for a digitized world.

## Foresight: The CPA Podcast



This podcast brings to light evolving technological and social business changes and their effect on the accounting profession. As newfound opportunities and challenges begin to emerge, we ask CPAs – are you prepared for what’s coming?

Tune in to Season One of [Foresight: The CPA Podcast](#) for insightful discussions on the future of the accounting profession. New episodes released every two weeks.

### In a world that is in constant flux due to technological and other innovations as well as changing values, how do we create an agile and adaptable CPA mindset?



Living in a world where change is constant, a need to learn, unlearn and relearn new skills becomes inevitable. The [new forum question](#) on the Foresight digital engagement platform focuses on this and we want to know what you think needs to be done to create an agile and adaptable CPA mindset.

## TAX

### Canada’s digital services tax: Detailed proposals raise concerns

Canada’s Digital Services Tax – the DST – is slated to take effect at the start of 2022. [Find out about the details](#) of the new tax and our concerns with the current proposals.

### Canadian tax news and COVID-19 updates

Your source for the latest [Canadian tax news and updates](#) on changing tax laws. Working collaboratively with the Canada Revenue Agency (CRA) we aim to bring clarity on pressing tax questions and COVID-19 tax updates.

### Webinar with the CRA on Canada’s Recovery Hiring Program

On July 27, 2021, CPA Canada co-hosted another webinar with the Canada Revenue Agency (CRA), this time focusing on the Canada Recovery Hiring Program (CRHP). [Watch now](#) to learn more.

## AUDIT AND ASSURANCE

### Navigating the CPA Canada Roadmap Tool: Assurance standards for your engagements

Our roadmap tool can help practitioners identify which standard(s) to use when providing services in accordance with the *CPA Canada Handbook – Assurance*. [This page provides helpful information](#) for using the tool.

## Implementation tool for auditors: Revised CAS 315, risks of material misstatement

Looking for tips on how to implement selected requirements in CAS 315? Interested in why certain requirements in CAS 315 exist and how they drive an effective audit? [Read this guidance](#) to find out more.

## Audit quality blog



Our [blog](#) gives you timely, practical and relevant information that will help you better perform your evolving role as an audit and assurance professional.

## Climate change for CPAs in audit and assurance

Businesses are developing strategies addressing the impacts of climate change on their operational and financial performance. Are you ready to respond to climate change risk in your audit program? [Learn more.](#)

## SUSTAINABILITY AND PERFORMANCE MANAGEMENT

### A primer for environmental and social disclosure

[Learn how to get started](#) on reporting the environmental and social (E&S) aspects of the environmental, social and governance (ESG) matters impacting your organization, or how to enhance existing E&S disclosure in your regulatory filings.

This primer is an updated version and it provides guidance with an emphasis on small-medium sized issuers.

## Techathon 2021: Create. Collaborate. Compete. Win.

If you want to help companies reduce carbon emissions and meet net zero targets, optimize value through digitization, or improve accuracy and efficiency of risk management processes, join us at [CPA Canada's Techathon](#).

## The call for international sustainability standards

[Listen to the conversation](#) with the IFRS Foundation's Larry Leva (vice-chair) and Maria Theofilaktidis (trustee), hosted by Gord Beal, CPA, CA, Vice President, Research, Guidance and Support, CPA Canada, on the demand and plans for global sustainability standards.

## EXTERNAL REPORTING

### ASPE briefing: Section 3400, Revenue

In December 2019, the Accounting Standards Board (AcSB) issued amendments to Section 3400, *Revenue* in Part II of the *CPA Canada Handbook – Accounting*. [Learn more about the amendments in our briefing.](#)

## FINANCIAL LITERACY

### Resources for managing small business finances



The CPA Canada Financial Literacy Program has put together resources to help you manage the finances of your small business and provide you with the tools you need because of the pandemic. This free comprehensive series will help you navigate through the pandemic and help you in managing and planning for the future of your business. [Learn more.](#)

## Financial literacy virtual school workshop materials

Engage students in a virtual setting with six fully adapted [online financial literacy workshops](#). These workshops will teach kids the fundamentals of money management, goal setting and responsibility.

## PROFESSIONAL DEVELOPMENT

### Not-for-profit certificate program



If you're embarking on a career in the NFP sector or are already working in it now but want to take your skillset to the next level, [these certificates](#) can help you get there.

### Commodity tax symposium 2021

*Online - November 17-18, 2021*

Celebrating the 40th edition of CTS! Learn about critical policy issues, legislation updates and other technical trends at Canada's largest and longest-running indirect tax event. For 2021, it will be a [fully virtual experience](#).

### Introduction to Indigenous Peoples' Cultures

*On-Demand Event*



[Gain insight, knowledge and skills](#) to better understand the perspectives of Indigenous students as they navigate through the CPA profession and education in accounting and finance.

# AFTER HOURS

## Lost in space?

### TRIVIA GAME

Ever since it was launched, the International Space Station (ISS) has spurred the fantasies of millions of children who dream of becoming astronauts. As an international collaboration, the ISS has advanced space technology for all mankind.

We are looking for the correct answers to the following four questions about the ISS.

To win, you must answer all four questions correctly before the deadline:

1. At what speed is the ISS moving and how often does it circle the Earth in a day?
2. How many computers are on board the ISS?
3. How do astronauts do "laundry" in the ISS?
4. How many joints does the 55-foot robotic Canadarm2 have?

Please send your correct answers to Myrna at [mbuttner@cpask.ca](mailto:mbuttner@cpask.ca) by October 25, 2021. The first 10 members who submit the correct answers will receive a CPA coffee mug, a sleeve of CPA golf balls and a CPA mask. One submission per member please. Prizes will be shipped to the winners after October 25. Thanks for playing the CPA SK Newsletter Trivia!

## Voice Cloning

Voice cloning is when a computer program is used to generate a synthetic, adaptable copy of a person's voice. But as voice cloning technology becomes more effective, cybercriminals are listening.

From a recording of someone talking, the software is able to replicate a person's voice speaking any words or sentences that you type into a

keyboard and the technology is now almost exact. The software can pick up not just your accent - but your timbre, pitch, pace, flow of speaking and your breathing. And the cloned voice can be tweaked to portray any required emotion, such as anger, happiness, fear, boredom or love.

The technology is led by artificial intelligence and the software can "learn" and adapt by itself and has advanced greatly over the past few years. This has caught the attention of voiceover artists. Voice cloning can also be used to translate an actor's words into different languages, thereby potentially meaning that film production companies will no longer need to hire additional actors to make dubbed versions of their movies for overseas distribution. And if actors are double-booked, they could offer to send their voice clone to do one of the jobs instead.

Yet while the increasing sophistication of voice cloning has obvious commercial potential, it has also led to growing concerns that it could be used in cybercrime - to trick people that someone else is talking.

## 3D Printing

Also known as additive manufacturing, 3D printing has begun to enter our lives in major ways. In the future, 3D printers will be even more common than paper printers are today and are to be used for many applications, including:

- 3D printed makeup for women. Just insert a person's face and the machine will be programmed to apply the exact makeup pattern requested by the user.
- 3D printed replacement teeth, printed inside the mouth.
- Swarmbot printing systems are being used to produce large buildings and physical structures, working 24/7 until they are completed.
- Scan and print custom designed clothing or shoes at retail stores.
- Police departments will produce 3D printed "mug shots" and "shapies" generated from a person's DNA.

## Let's travel at home - to The Pink Palace

The Casa Rosada, or the presidential palace, is one of the most emblematic buildings in the Argentine capital of Buenos Aires. Known for its unique pink colour, this palace has been at the focal point of much of Argentina's history. La Casa Rosada is actually the result of an amalgamation of many existing buildings that were built on the site over the years. In the late 1500's, what is now the Plaza de Mayo was declared the founding place of the city, and a fort was established where the Casa Rosada now stands. In the mid 1800's, a British architect designed the Customs House to the rear of the fort, and in the late 1800's the Post Office was built on a part where the old walls of the fort had been demolished. These buildings were eventually consolidated into the Casa Rosada at the very end of the 19th century. A must see if you are in Buenos Aires!

## World's longest piece of music will end in year 2640

The world's longest piece of organ music is called "As slow as possible" (ASLSP), composed by John Cage, a unique project playing live since September 5, 2001, at St. Burchardi Church in Halberstadt, Germany.

The historic project will be played for many years. The piece is so slow that the maintenance crew can clean or repair the organ in the interim. The next note will be played on February 5, 2022. The performance is scheduled to have a duration of 639 years, ending on September 5, 2640.

## Happy Thanksgiving!

October 11 is Thanksgiving Day in Canada! A day to celebrate with family and to give thanks for our lives and for our strength needed to navigate the challenges we encountered along the way this past year. Be safe. Enjoy the Fall!





