



# SKCONNECT



2014-2019

Anniversary Issue

## **CPA Saskatchewan celebrates its 5<sup>th</sup> Anniversary!**

This year marks the fifth anniversary of CPA Saskatchewan's creation, which at the time represented a key milestone on the path to unification of the Canadian accounting profession. Since then, our organization has worked hard to establish its foundation, direction and vision. Now we are celebrating our profession and its members—a celebration of excellence!



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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

**Diana Leray**, CPA, CA, *Chair of the CPA Saskatchewan Board*

With another summer come and gone, it is always a refreshing time as we step into fall, a season known for all its changes.

I have enjoyed a busy summer adapting to my new role as Chair of the CPA Saskatchewan Board and I have appreciated all the learning, meeting new people and developing relationships with members nationwide. I continue to learn so much about our profession and look forward to the opportunities ahead of me this year. At our national meetings we have been focusing on improving the current Collaboration Accord and have been working together to continue to move the profession forward.

For CPA Saskatchewan, this fall will be a time of many celebrations. The Member Recognition Gala will be hosted in Saskatoon on October 25 where we recognize our new FCPAs—Mark Lang, James Barr and Tim Herrod—as well as our numerous volunteers. I encourage you to attend to recognize the great work your peers have done for our profession. We have a variety of roles to fill within CPA Saskatchewan and are always looking for members with different skills. Volunteering has been a highlight of my career and has provided me many opportunities to grow as a professional; I encourage you all to think about the value you can add and gain from volunteering.

The Board met in October for our annual retreat and strategic planning session. It was a chance for us to reflect on the past five years as a unified profession and look at ways to advance our vision and mission as a self-regulating profession. It is hard for me to believe that we have only been together for five years. I have witnessed so many changes to the profession in this short time and have seen the vision that our members had for a unified profession come to life and become even better than we anticipated. We are a profession that is leading change in business and the community.

As the cover suggests, we are celebrating excellence this year in what our members are doing for the profession—how CPAs are changing the world and the role that CPA Saskatchewan has in continuing to enhance the relevance and the 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 events this fall as we celebrate together what it means to be a CPA.

### CPA SK

## VISION

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

## MISSION

CPA Saskatchewan enhances the influence, relevance and value of the Canadian CPA profession by:

- Protecting the public interest;
- Supporting its members and candidates; and
- Contributing to economic and social development.

## VALUES

We create trust by living by our values:

- Accountability
- Excellence
- Transparency
- Trust
- Integrity
- Leadership



## CEO REPORT

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

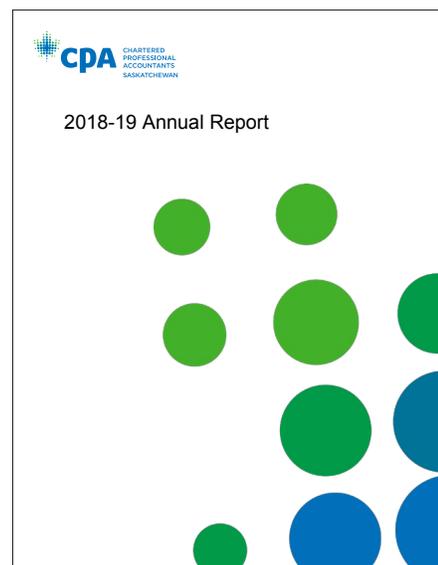
It is very fitting that we begin our fall with thoughts of a Celebration of Excellence as we commemorate the 5th anniversary of CPA Saskatchewan. On September 15, 2014, we moved into our new office space in Harbour Landing. The most significant event was the proclamation of our legislation on November 10, 2014 and the beginning of CPA Saskatchewan. It was an exciting time, but also a time of uncertainty and big change. We had new legislation and with that new Bylaws and Rules, and therefore new processes for both the staff and members to learn and adapt to. We brought together most of the legacy staff and merged our different cultures and personalities.

First, we must celebrate the members of the Councils/Boards of the three legacy bodies, the Transitional Steering Committee, the CPA Saskatchewan Board and our regulatory committee volunteers. The leaders of our profession had the vision and worked tirelessly to build the new CPA profession—a stronger profession. The Board enthusiastically reviewed bylaws, more bylaws and more bylaws. Our first Board Chair, Martin McInnis, FCPA, FCMA, was instrumental in leading the inaugural Board.

Secondly, we must celebrate our staff. There were so many challenges in those first few months, from no office desks, wet paint and boxes of files everywhere to new rules and processes. Many of our staff assumed new roles and we all had to adapt to working together as we came from different perspectives. But we came together with a common purpose and vision—to make CPA Saskatchewan a strong regulatory body, and the CPA designation the pre-eminent and globally respected business and accounting designation. Through the many bumps and turns of unification, we cultivated strong relationships, trust, and friendships. We have added many new staff who have also challenged us along the way to be even better. I am proud of the team that we have built and excited to celebrate their excellence.

Lastly, we must celebrate our members. You also had to adapt. The path was not perfect and sometimes it took us more than one try to get it right. But you were patient as we found our way. You are the reason for our excellence. It is the actions of the CPAs in Saskatchewan that make us a strong vibrant profession that contributes to business and to our communities.

This fall we will celebrate our three new FCPAs. They have made significant contributions to the profession, business in Saskatchewan and in their communities. We also commend all of our committee volunteers. I invite you to join us on October 25 in Saskatoon to celebrate their dedication. I also urge you to join us in our member outreach activities around the province in the fall to celebrate the 5th anniversary of CPA Saskatchewan.



# TRENDING

## THIS IS THE NEW FACE OF CPA

We are excited about the new national CPA brand awareness campaign launched across the country on September 9, which will run in two phases between September and April. It's a bold, original campaign focused on raising the profile of the CPA designation among business leaders and others. You can see the campaign materials pretty much wherever you go!

The campaign revolves around the theme of "This is the new face of CPA." Built on the heels of last year's successful national branding approach, the new campaign continues to depict CPAs as leaders in business and society, positively influencing all sectors where their skills and experience can make a difference.

A unique element of the campaign is how it features seven actual Canadian CPAs. These CPAs' images and stories are being featured in television commercials, print ads, out-of-

home (billboards and digital media platforms), digital ads and social media posts. Their stories illustrate the range of skills, competencies and ethical standards that define the 21st-century CPA.

One of those seven CPAs is from Saskatchewan. CeCe Baptiste, CPA, CMA, Acting Vice President, Finance, at the Saskatchewan Indian Institute of Technologies (SIIT) in Saskatoon.

The campaign has been developed by the CPA profession's national branding committee in partnership with the profession's agency of record, DentuBos.

If you have any feedback about the campaign, the branding committee would love to hear it. Please pass your feedback on to Myrna Buttner at [mbuttner@cpask.ca](mailto:mbuttner@cpask.ca) and she will pass it along to the national branding committee.



## THE FACE OF ADVANCEMENT

CeCe Baptiste, CPA | Saskatchewan Indian  
Institute of Technologies





## INSPIRED TO CONTINUALLY **STRIVE FOR EXCELLENCE**

**CeCe Baptiste,**  
CPA, CMA

Cecilia (CeCe) Baptiste, CPA, CMA, from Saskatoon, is one of the seven Canadian CPAs featured in CPA Canada's 2019-2020 branding campaign called "*This is the new face of CPA*" launched across the country on September 9.

"I am incredibly proud to be a CPA," CeCe noted. "This designation has opened many doors for me. I can use my skills, connections and ideas to improve society and to help others. The professionals that I have met along the way have inspired me to continually strive for excellence."

CeCe is the Acting Vice President, Finance at the Saskatchewan Indian Institute of Technologies (SIIT). "This role expands on my experience providing strategic advisement in the education sector, and in particular, to reinforce interconnectivity of indigenous communities and higher education," she said.

SIIT is a Saskatchewan-based, First Nations-governed educational institution, focused on advancement of post-secondary education, adult education and skill development for all First Nation peoples through multiple pathways that support student success. "Our role as executive is to continue to deepen SIIT's reach across the province," CeCe explained. "One of SIIT's key strategies is to enter into partnerships with government and industry to ensure growth and innovation. SIIT continues to expand its provincial impact and now encompasses a network of three principal campus sites, eight strategically located career centres, two mobile JobConnections units, and over 35 community learning sites. A primarily Indigenous student body (more than 90%) is supported by a primarily Indigenous staff (nearly 70%). SIIT is a critical entry point for Indigenous adult learners re-entering the education system."

CeCe holds a Certificate in Indigenous Business Administration and a Bachelor of Commerce degree, with Distinction, with a double major in Finance and Business Economics. She obtained her CMA designation in 2011 and later earned the Institute of Corporate Directors (ICD.D) designation.

"The legitimacy that the CPA designation provides allows me to sit comfortably at decision-making tables, knowing that what I share is respected by others. Therefore, I have been able to advocate for community needs in a variety of ways," CeCe noted. "I have just completed a seven-year board of directors appointment with the United Way of Saskatoon and Area. Additionally, I was a founding president of the Saskatoon Aboriginal Professionals Association (SAPA), an organization that is intended to connect Aboriginal people working in a variety of sectors in our community."

CeCe has two daughters, Sienna (21) and Sierra (9). "Both girls bring me such contentment, each with their own personalities. Sienna is a community builder, has volunteered in the Indigenous and newcomer communities, and works in the Reconciliation field in Saskatoon. Sierra is committed to maintaining our culture and language and has a competitive spirit like her mom."

In her personal time, CeCe enjoys playing all sorts of board games with friends, or playing pool and bunnock. She also enjoys travelling. "This summer I spent some time exploring Montreal, and then spent a week in Jasper," she said. "My family enjoys travelling to the mountains to reconnect with nature. The best location we have found thus far is Revelstoke, BC. There is so much to do there for families and those with an adventurous spirit!"

# CPA CANADA

## THE CASE FOR A FORWARD-LOOKING PROFESSION

*A word from Joy Thomas, FCPA, FCMA, president and CEO of CPA Canada*

CPAs, in both public practice and corporate settings, offer a unique perspective on innovation as a response to technological, societal, geopolitical or environmental change.

What's the difference between innovation and technology? Some days these words seem to be used interchangeably, but of course they are very different concepts. Innovation is about much more than hardware and software. Rather, it's about bringing fresh, novel and even revolutionary concepts to life in order to transform organizations and create sustainable value.

Innovation, moreover, doesn't necessarily mean deploying big ideas and sweeping changes. In many successful companies, innovation describes a culture of agility in which employees constantly seek out better, often incremental ways of continually improving processes and systems. With today's ever-evolving business climate, the old adage "innovate or die" has never been more relevant.

CPAs, in both public practice and corporate settings, offer a unique perspective on innovation as a response to technological, societal, geopolitical or environmental change. In recent years, new technologies such as [artificial intelligence](#) and [blockchain](#) have begun to transform the accounting profession. By keeping up with the pace of change, CPAs are learning to use their skill sets to identify not just the risks but also the opportunities generated by the disruption sweeping across the world.

The imperative to innovate is also a theme of [Foresight, CPA Canada's project to reimagine the future of the profession](#). The process, now entering its second phase, is examining how CPAs will need to pivot to new ways of doing things, including measuring value beyond financials to capture societal expectations; harnessing the power of vast quantities of data to make decisions; establishing new models of governance and standards; and continuously equipping CPAs with both core and enabling skills. The Foresight process is inspiring the profession to innovate at every turn—to shift away from relying on hindsight and instead become permanently proactive and forward-looking.



A case in point: [FCPA Beth Wilson](#), a long-time senior partner at KPMG who, in 2017, took the helm of Dentons Canada. Her appointment turned heads: never before has a CPA—or any non-lawyer, for that matter—headed a major Canadian law firm. Dentons' decision to hire Wilson attests not only to her track record as a leader, but also to her capacity to drive the organizational innovation required to stay relevant in a rapidly changing world. Nearly two years into her tenure, much has changed. The firm is now hiring lawyers who know how to code and advising clients on how to harness Big Data. "We'll see technology experts and coders working side by side with lawyers," Wilson told PIVOT.

The public sector is also fostering innovation. About a decade ago, the town of Innisfil, Ont., was in danger of being swallowed by surrounding municipalities. Instead of implementing the usual economic development incentives—reduced property taxes, breaks on fees, etc.—[the town decided to make innovation its point of differentiation](#), beginning with a headline-generating public transit partnership with Uber, which provides residents with subsidized rides instead of traditional bus fleets. The idea has proven to be a big hit. The people of Innisfil had to choose: innovate or die. They chose to innovate, and they're all the better for it.

*Feature from PIVOT magazine, 7.9.2019.*

# November is Financial Literacy Month! Celebrate at CPA Canada's Mastering Money Conference

Ottawa, ON | November 7–8, 2019  
[cpacanada.ca/finlitconference](http://cpacanada.ca/finlitconference)



## MASTERING MONEY CONFERENCE 2019

### Financial Literacy

Join CPA Canada's Financial Literacy Program in Ottawa, our nation's capital, as we look at the trends changing the economic landscape and how they will affect how Canadians manage their money.

### Event Details

*Ottawa – November 7 and 8, 2019*

CPA Canada's annual Mastering Money Conference theme is "Building resilience in volatile economies." The world around us is changing at an unprecedented speed. Financial uncertainty is becoming a constant rather than a variable. Canadians will need greater knowledge as they make decisions for their personal and business finances. This conference will bring together thought leaders and industry experts from across Canada to help better understand this.

### Topics include:

- workplace
- planning for the future/retirement
- vulnerable populations—fixed income, low income, gig/contract work
- investing
- international—why we should/need to care (trade, war, government instability)
- what will the next recession look like?
- small business—surviving and starting
- financial stressors and life events

The conference will be held at the Delta Hotels Ottawa City Centre. [Register today!](#)

## CPA CANADA'S ANNUAL REPORT 2018–2019



The theme for this year's annual report is Unlocking our Potential. Learn how CPA Canada is opening doors to a digitally optimized and financially sustainable future.

Emerging technologies. Changing demographics. Shifting geopolitical pressures. If the accounting profession is to prosper in this new dynamic world, the time for transformation is now.

The 2018–2019 annual report clearly demonstrates how CPA Canada is unlocking its full potential as a progressive and adaptive organization that embraces change. We are reimagining the future of the profession, fostering economic growth and social development and equipping members with the skills they need to successfully define the future.

[Click here](#) to download a copy of the full annual report.

## MEET OUR NEWEST FELLOW CPAs

*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). This year, CPA SK recognized James Barr, Tim Herrod and Mark Lang. Congratulations!*



**James Barr, FCPA, FCA**

James Barr, a partner in KPMG's Risk Consulting practice, attended the University of Regina, graduating with distinction in 1998 with a Bachelor of Administration degree. He earned his legacy Chartered Accountant designation in 1998.

James began his career with KPMG in 1995, working in Audit in Regina and Saskatoon for five years. He then spent two years as an internal audit manager for a fortune 100 multinational company in New York. After taking a year off to travel with his wife, James rejoined KPMG in 2003 and has worked in the Advisory Services practice ever since. Over the past 16 years James has helped to build KPMG's advisory services practice in Western Canada, and now focuses on providing risk-based advisory and assurance services to the public sector, publicly traded companies and private organizations.

James is an active member of the profession. He served on Council for the legacy Institute of Chartered Accountants of Saskatchewan from 2010 to 2014 (serving as the Bylaws and Audit Committee Chairs) and has been on the Registration Committee of CPA Saskatchewan since 2015 (currently as Vice-Chair).

James has sat on the Board of Directors for several other professional and not-for-profit organizations providing strategic leadership and direction, and is currently chairing the boards of the Saskatchewan Chapter of the Institute of Internal Auditors and the Friends of Wascana Marsh. James has also spent years as a volunteer coach and organizer of youth sports, including soccer, softball and volleyball.



**Tim Herrod, FCPA, FCA**

Tim Herrod is from Saskatoon. He has been working since December 2018 as an independent advisor, consulting with global clients on business improvement, strategy and transformation, primarily focused on major procurement and supply chain initiatives. Prior to this, he was Vice President,

Procurement for Nutrien Ltd. and predecessor company PotashCorp, successfully leading multiple procurement transformations and a large merger-of-equals integration. Previous positions at PotashCorp included Senior Director, Global Sourcing – MRO & Capital; Director, Treasury; and Manager, Investor Relations. In his nearly 14 years at Nutrien/PotashCorp, he also maintained leadership roles in major corporate initiatives including a key role in creating the Global Institute for Food Security (GIFS) at the University of Saskatchewan.

Prior to joining PotashCorp, Tim was a financial analyst at SaskFerro Products Inc., obtained his legacy CA designation in Regina at Ernst & Young LLP in 2000 and worked at the Regina KPMG LLP office as a manager in its assurance practice.

Tim currently sits on CPA Canada's Advisory Board for Sustainable Business and is a key member on the *CPA Canada Foresight: Reimagining the Profession* project. He is Vice-Chair of the Board, Chair of Governance and Corporate Strategy Committee, and Audit Committee member of Ag-West Bio Inc., a non-profit organization that provides leadership as a catalyst to link existing capabilities and resources in order to strengthen the bioeconomy industry in Saskatchewan. Previously, Tim has been very involved in the accounting profession, spending several years on Council at the Institute of Chartered Accountants of Saskatchewan, including as CA co-chair of the merger of the accounting profession integration committee; nearly 15 years on various CICA/CPA Canada advisory boards and working groups; and 10 years working with the CA School of Business in various strategy, development, and facilitation capacities.



### **Mark Lang, FCPA, FCA**

Mark Lang is the Regina Office Managing Partner for KPMG LLP. He joined the Regina office in 1981 after graduating from the University of Saskatchewan with a Bachelor of Commerce and obtained his legacy CA designation in 1984. He became a partner in 1995. Mark has also

been the Audit Business Unit Leader for KPMG Regions West and a member of the Board of Directors of KPMG.

In conjunction with a 38-year career with KPMG, Mark has maintained a 38 year involvement with his community. He is currently the Audit and Finance Chair for Economic Development Regina Inc. He has previously served in other capacities, including as chair of the boards for Regina Downtown, Regina Globe Theatre, Queen City Kinsmen Club and Wascana Country Club.

Mark was the recipient of the Distinguished Community Service Award in 2005. He was also the Finance Chair for the 2018 Memorial Cup, the Sponsorship Chair for the 1998 Scott Tournament of Hearts and Finance Chair for Kinsmen Telemiracle, 14.



## **Congratulations to our newest Fellow CPAs!**



## **MEMBER RECOGNITION**

CPA Saskatchewan is proud to recognize its members who are leaders, volunteers, community workers, trail blazers and educators through its Member Recognition Awards. Our awards program recognizes members who have achieved remarkable success as CPAs through their involvement in the profession and community. CPA Saskatchewan will host an annual [Member Recognition Gala](#) in the fall to recognize the recipients of our Awards program. *Nominations for all awards are now open for next year's Gala and must be received by 4:00 pm, Friday, May 8, 2020.*

### **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). 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, and 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](#).

# REGULATORY COMMITTEE VOLUNTEERS

CPA Saskatchewan is delighted to acknowledge all our 2019–2020 CPA SK Regulatory Committee Volunteers. We thank them for their hard work and dedication to the profession. They are:

## Discipline Committee

Cary Hewitt, FCPA, FCA (Chair)  
Craig Hinz, FCPA, FCA (Vice-Chair)  
John Amundson, FCPA, FCA  
David Barnard, CPA, CA  
Merlis Belsher, FCPA, FCA  
Jana Blais, CPA, CMA  
Dwayne Dahl, CPA, CA  
Judy Ferguson, FCPA, FCA  
Kyla Hillmer, CPA, CMA  
Doug Kalesnikoff, FCPA, FCA, CA  
Annette Klassen, CPA, CGA  
Doug Kosloski, Q.C. (Public Appointee, Board Liaison)  
Laurette Lefol, CPA, CMA  
Dan Li, CPA, CA  
Daryl Lindsay, FCPA, FCA  
Travis Massier, CPA, CMA  
Ken McDougall (Public Representative)  
Jan McLellan Folk, FCPA, FCMA  
Davey McLellan, CPA, CA  
Shawn Peters, CPA, CA  
Stuart Pollan, CPA, CA  
Barry Remai, FCPA, FCA  
Al Scholz, PAG, CMC (Public Representative)  
Gerry Smysnuik, CPA, CA

## Professional Conduct Committee

Ian Rea, FCPA, FCMA (Chair)  
Carolyn O'Quinn, CPA, CA (Vice-Chair)  
Shaun Augustin, CPA, CMA  
Kathryn Bankowski, CPA, CA  
Cheryl Bauer Hyde, FCUIC, CFP (Public Representative)  
Rochelle Burkowski, CPA, CMA  
Joy Crawford, CPA, CMA  
Doug Finnie (Public Representative)  
Marc Franklin, CPA, CMA  
Kristen McGowan, CPA, CA  
Amanda Mulder, CPA  
Juanita Pandya, CPA, CMA  
Vicki Siwic, CPA, CA

## Professional Practice Committee

Sheila Fillion, CPA, CA (Chair)  
Dennis Pritchard, CPA, CGA (Vice-Chair)  
Sherri Brophy, CPA, CA  
Asma Gehlen, CPA, CGA  
Lorelei R. Johns, CPA, CA  
Ted Lewis, CPA, CMA  
Jeff Persic, CPA, CA, CGA  
Marlyn Phillips-Leson, CPA, CGA  
Adynea Russell, CPA, CA  
Darcy Spilchen, CPA, CMA, CA (Board Liaison)  
Trevor St. John, CPA, CA  
Helen Sukovieff (Public Representative)  
Marla Yeadon, CPA, CGA

## Registration Committee

Don Walker, CPA, CGA (Chair)  
James Barr, FCPA, FCA (Vice-Chair)  
Chelsey Berrecloth, CPA, CMA  
Rhonda Burfitt, CPA, CMA  
Anna Chornousenko, CPA, CA  
Tiffany Eide, CPA, CA  
Lana Gray, BHRD, CPR, CEC (Public Representative)  
Disha Joshi, CPA, CA (Board Liaison)  
Kama Leier, CPA, CA  
Paul Lepage, CPA, CA (Board Liaison)  
Martin McInnis, FCPA, FCMA  
Rebecca Preciado, CPA, CA  
June Schultz, CPA, CMA

## Rules Committee

Victor Schwab, CPA, CA (Chair)  
Glen Bailey, FCPA, FCA (Board Liaison)  
Kevin Blelloch, CPA, CA  
Carrie Carson, CPA, CA (Board Liaison)  
Linda Close, CPA, CMA  
Ross Harwood, FCPA, FCA  
Bob Korol, FCPA, FCMA (Board Liaison)  
James Salamon, FCPA, FCA  
Laurie Thomas, CPA, CMA (Board Liaison)

# THANK YOU!

# CPA SK BOARD MEMBERS 2019-2020

## Chair



**Diana Leray** CPA, CA  
KPMG LLP, Regina

## Vice Chair



**Carrie Carson** CPA, CA  
Deloitte LLP, Regina

## Board Members:



**Glen Bailey** FCPA, FCA  
PwC LLP, Saskatoon



**Paul Jacob** CPA, CMA  
University of Saskatchewan,  
Saskatoon



**Disha Joshi** CPA, CA  
3sHealth, Regina



**Bob Korol** FCPA, FCMA  
TCU Place, Saskatoon



**Paul Lepage** CPA, CA  
KPMG LLP, Saskatoon



**Travis Massier** CPA, CMA  
Crown Investments  
Corporation, Regina



**Rod Sieffert** CPA, CA  
MNP LLP, Regina



**Darcy Spilchen**  
CPA, CMA, CA  
Baker Tilly SK LLP, Yorkton



**Laurie Thomas**  
CPA, CMA, Saskatoon



# THANK YOU!

## Public Appointees:



**Doug Kosloski** a.c.  
Crown Investments  
Corporation, Regina



**Morris Smysnuik**  
Saskatoon

## CPA Saskatchewan Staff:



**Shelley Thiel** FCPA, FCA  
Chief Executive Officer



**Leigha Hubick** CPA, CA  
Registrar

# MEMBER SERVICES NEWS

## PROFESSIONAL DEVELOPMENT



To assist members in fulfilling the CPD requirement, CPA Saskatchewan offers a comprehensive professional development program. Fall courses began on October 3.

The [Fall/Winter CPA Saskatchewan PD Calendar](#) is now available. Check out the range of topics from technical competencies in assurance and taxation to professional and personal skills and the new distance learning options.

A sample of courses to be offered this fall includes:

- *PSAS: Specific Topics* – October 28, Regina
- *NFPO: Review of the standards* – October 30, Saskatoon
- *Authentic Leadership: Stand in the Fire!* – November 5, Regina
- *Joint Ventures for Farm/Ag Corporations* – November 8, Yorkton; November 15, Lloydminster; November 22, Swift Current; November 29, Saskatoon; and December 2, Regina.
- *Practical Tips for Controllers and CFOs: The Case Course* – December 9, Saskatoon

### Invest in your Passport today!

For more information, visit our website at [cpask.ca](http://cpask.ca).

For registration inquiries, contact [Rhonda Day](#) at 306-337-2836.

For course content inquiries, contact [Shelley Lukasewich](#), CPA, CGA at 306-337-2841.

## 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 CPA educational program.
- 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 Fund is primarily supported by donations and it 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. Just ask Katrina Slovak, one of the recent bursary recipients ([Page 13](#)).

**One of the ways to celebrate CPA Saskatchewan's 5th Anniversary is by supporting the CPA Saskatchewan Scholarship Fund. Members are invited to make a \$5 donation to the Fund by November 30, 2019.**

To make your donation online, please click on the donation button below. Thank you!

[MAKE A DONATION](#)



## THE CPA SASKATCHEWAN SCHOLARSHIP FUND AT WORK

### Katrina Slovak

Katrina was born in Manila, Philippines. She and her family immigrated to Canada in 2015 and settled in Prince Albert, Saskatchewan. Katrina is currently employed as a bookkeeper through Upwork, working from home while taking care of her young family. She is also an English as a Second Language (ESL) teacher at Tutor ABC.

Katrina has been a community volunteer from a young age, following on her Mom's footsteps. "My mother taught me that if I wanted to make a difference in the world, then be the change you wish to see in the world," she explained. Katrina used to accompany her mother to medical missions in slum areas of Manila to provide assistance to patients in need. She also volunteered for an organization called Gawad Kalinga, where she helped build houses, taught and provided materials for people wanting to start their own small businesses. Now in Prince Albert, she volunteers for Habitat for Humanity which aims to provide affordable housing to low-income families.

Katrina registered for the CPA Program soon after her arrival in Canada. She applied to the CPA Saskatchewan Scholarship Fund for a bursary to help her with her studies in 2017 and was approved.

"I'm deeply honored that I was chosen as a Bursary Award Recipient by the CPA Saskatchewan Scholarship Fund Inc. back in 2017," she said. "As an immigrant with a very young and growing family of five, starting from scratch in a new country can be both challenging and at times frustrating. Challenges such as finding a job, starting over, and basically just surviving on a day-to-day basis while raising a family are some of the things that international designates like me encounter in a foreign land. You tend to lose your way and give up on your dreams."

"I am a licensed Certified Public Accountant in my country and it's my dream to be able to continue doing what I was born to do in a country that I chose to live in," she noted. "I am passionate with what I do and being awarded a bursary meant fulfilling my hopes and dreams of pursuing my studies and supporting me in my journey of hopefully becoming a CPA here in Canada someday."

What did her family learn from the experience? "It opened our minds and hearts to all the wonderful possibilities that life has to offer, that anyone can dream and pursue it to the best of their abilities," Katrina said. "For my husband and children, the bursary award inspired them to work harder in their advocacies and in reaching their goals in life. For me, it instilled a powerful statement that whatever kind of difficulties one may be experiencing shouldn't be a hindrance to pursue one's dreams. It is also empowering to know that an organization as prestigious as the CPA Saskatchewan Scholarship Fund Inc. supports and celebrates students like me."

"I hope that my fellow international designates who are also students like myself would have the opportunity to read this. Let this be like a wildfire that would spread the light of hope to all those who are working towards their dreams. The journey may not be easy but know that you are not alone. A community of good people supports and believes in you, like the CPA Saskatchewan Scholarship Fund Inc."

*For more information on the scholarships and bursaries, visit [cpask.ca](http://cpask.ca) under 'Become a CPA.' The deadline to apply is December 31."*

## CPD REQUIREMENT ALERT

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.

Effective January 1, 2019, there is now a specific minimum requirement for four verifiable hours of ethics PD over the three-year cycle.

## NEW MEMBER ORIENTATION SESSIONS 2019

CPA Saskatchewan will offer orientation sessions in October for all new CPA members who were approved during the last 12 months. The orientation session provides valuable member information to new CPAs regarding member benefits, the CPD requirement, membership rules and regulations, and governance documents.

Two orientations are being offered this fall: one in Regina on October 17, and one in Saskatoon on October 25.

## BUILDING COMMUNITY



(L to R) Palkiza Batool, Rebecca Parry, Lindsay Springer, Vienette Levesque, Natasha Kabatoff, Sherrj Schmidt, Shelley Thiel, Sherry Howell, Rhonda Day and Vanessa Kohlenberg.

Members of the CPA SK office staff volunteered in July to help build a house in Regina for Habitat for Humanity. They helped with the flooring, trim and kitchen installs.

Thank you to the CPA SK Regina Staff members who participated for taking the time to serve our community!

## KUDOS



**Darlene Biggins**, CPA, CMA, on her appointment as ERP Portfolio Lead – Finance, at the City of Saskatoon.

## STAFF NEWS

### CONGRATULATIONS ON CELEBRATING MILESTONE ANNIVERSARY



**Shelley Thiel**, FCPA, FCA

Shelley celebrated 25 years of service on October 16, first with ICAS and now with CPA SK.

During her career with ICAS she held the position of Director of Education and later on she was Director of Member Services.

After unification, Shelley was appointed Chief Executive Officer for CPA Saskatchewan in 2014.

Congratulations on 25 years, Shelley!

### INTRODUCING NEW STAFF MEMBER



**Marilyn Flaman**, CPA, CA  
Manager, Monitoring

CPA Saskatchewan welcomes Marilyn Flaman, who joined the CPA Saskatchewan team on August 26, 2019. Marilyn will be working in regulatory affairs, conducting practice inspections, licence reviews and CPD monitoring.

Marilyn lives in Lake Lenore, SK, located about 20 minutes from Humboldt. She is working in Regina for a few days a week to start, but later she will work primarily out of her home, as more than 50% of our firms are located in Saskatoon and north of the province.

Marilyn brings a wealth of experience to our team. Welcome, Marilyn!

# MEMBER EVENTS

## CPA SK MEMBER RECOGNITION GALA 2019

### INVITATION



CPA Saskatchewan is hosting its fourth annual Gala to celebrate the members who have been honoured with a fellowship designation this year. CPA committee volunteers will also be recognized. The event will be in Saskatoon on Friday, October 25, 2019, at the Remai Modern Museum. Dinner tickets are \$70 per person plus GST. If you'd like to attend to help us celebrate our newest Fellow CPAs and our committee volunteers, please [register online](#) by October 23, 2019.

## CPA SK 2020 CONVOCATION

### SAVE THE DATE



The next CPA SK Convocation Ceremony and Dinner is scheduled for Saturday, March 14, 2020, in Regina, at the Queensbury Centre, Evraz Place, for all successful CFE candidates from September 2019. Invitations to all successful candidates will be sent out in January.

All members are invited to attend convocation and help celebrate the achievements of the graduates. Plan to attend!

**CPA SASKATCHEWAN**  
**Anniversary Celebrations!**

## CPA SASKATCHEWAN ANNIVERSARY EVENTS

### INVITATION

CPA Saskatchewan is celebrating 5 years since unification on November 10! To mark this milestone, CPA SK is hosting Anniversary Receptions in Saskatoon and Regina. All members are cordially invited to join us for the celebration and to congratulate members who are receiving CPA anniversary pins based on their years as members, for 25, 40 and 50 years. Come and celebrate your profession and its members! There will be refreshments, music and a lot of celebrating! There is no charge to attend, however registration is required.

### Saskatoon

Monday, November 4, 2019  
Reception: 5:00 - 8:00 pm  
Presentations: 6:00 pm  
Sheraton Cavalier Hotel  
South Room, Main Floor  
612 Spadina Crescent East, Saskatoon

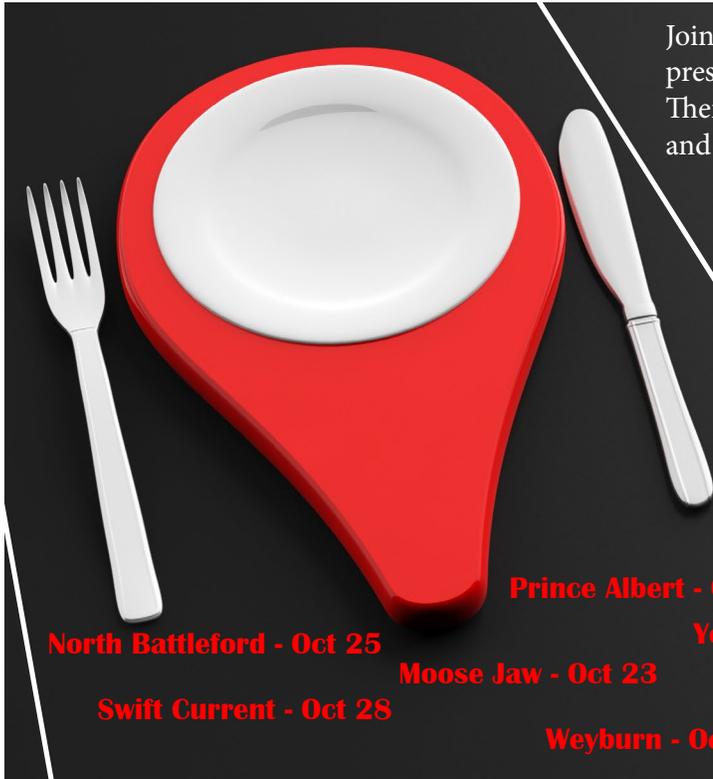
[REGISTER](#)

### Regina

Wednesday, November 6, 2019  
Reception: 5:00 - 8:00 pm  
Presentations: 6:00 pm  
The Hotel Saskatchewan  
Library & Blue Lounge, Convention Floor  
2125 Victoria Avenue, Regina

[REGISTER](#)

**Registration Deadline: October 25, we look forward to seeing you there!**



Join the CPA Saskatchewan Board and staff for a short presentation on some new initiatives and programs. There will be an opportunity for questions, discussions and networking.

We will also be celebrating members who have reached career milestones of 25, 40 and 50 years of working in the profession.

To register for an event near you, visit us [online](#).

**Prince Albert - Oct 18**  
**North Battleford - Oct 25**  
**Swift Current - Oct 28**  
**Moose Jaw - Oct 23**  
**Yorkton - Oct 29**  
**Weyburn - Oct 23**



## CPA SASKATCHEWAN FORUM 2019 HELD IN REGINA



CPA Saskatchewan and Felesky Flynn LLP jointly hosted the third CPA Saskatchewan Forum in Regina, at the Ramada Plaza Hotel. The event began on October 3 with a reception, dinner and keynote speaker Julien Smith, CEO of Breather. His presentation was

titled “Change or Die: Building a Culture of Innovation.”

On October 4, delegates attended technical sessions led by tax and accounting experts, including topics such as “Recent Developments in Taxation,” “Do You Speak Family,” and “What’s Coming: How will the new standards affect my practice?” At lunch, Steve McLellan, CEO of the Saskatchewan Chamber of Commerce, spoke about current Chamber initiatives. In the afternoon, technical sessions included “Case Law Update,” and “Trends in IT, Staying on Top!” The Forum concluded with a presentation by Paul Martin, from Martin Charlton Communications, titled “Economic Future of Saskatchewan and Canada.”

Speakers from Felesky Flynn LLP included Perry Kiefer, CPA, CA, TEP, Stephen Miazga, JD, Crystal Taylor, TEP, and Robert Neilson, LL.B. Other speakers were Randy Semenchuck, BA, JD, CIM, FEA and Dave Barnard, CPA, CA, CFA, FEA from RBC Dominion Securities, Sarah Tkachuk, CPA, CA, FEA from KPMG LLP, Bridget Noonan, CPA, CA from Clearline Consulting, and Dave Bachynski, Manager, IT and Communications Security, Northwest Region, RCMP.

Delegates also had the opportunity to visit exhibitor booths sponsored by XERO (Morning coffee sponsor), IG Private Wealth Management (Lunch sponsor) and CPA Insurance Plans West (Afternoon coffee sponsor), as well as CVITP from CRA, and CPA Saskatchewan.

Thank you to all who attended the Forum this year, to all our speakers and to our corporate sponsors for their support.



# INTRODUCING CPA ASSIST

CPA Saskatchewan is delighted to partner with CPA Alberta to offer a new and unique service for CPAs, candidates and their immediate families. As of September 1, CPA Assist, a wellness resource that offers confidential mental health services, is available across the province of Saskatchewan.

CPA Assist helps ensure the well-being of individual CPAs, candidates, and their family members. Further, it helps to maintain the accounting profession's reputation for high levels of competency and performance by supporting individual CPAs through stressful or challenging periods.

The stigma attached to mental health issues can be a serious barrier, and the decision to seek help can be difficult. Many don't seek the help they need because they're too afraid to ask or they don't have access to services. CPA Saskatchewan is proud to offer CPA Assist to support you and be the first step in getting help with your mental health.

The program provides 24/7 confidential counselling services for all CPAs, candidates, and their immediate families on a number of issues, including:

- Addiction
- Anxiety
- Burnout
- Career dissatisfaction
- Family or parenting issues
- Financial crisis
- Grief counselling
- Health assessments
- Nutritional counselling
- Stress management
- Time management



In any given year, one in five Canadians will personally experience a mental health problem or illness, according to the Canadian Mental Health Association. We encourage all CPAs, candidates, and their immediate family members who may need a little extra help to reach out to CPA Assist.

The program offers two main services:

- Professional counselling services and short-term support for a variety of issues. This includes crisis support and referrals for long-term resources.
- Health and wellness services, including nutritional counselling, health assessments, and counselling for eating disorders.

Call 1-855-596-4222 at any time for crisis support or during office hours (Monday to Friday, 8am to 4pm MST) to book an appointment. For general information on the program, visit [cpa-assist.ca](http://cpa-assist.ca) or email [contact@cpa-assist.ca](mailto:contact@cpa-assist.ca).



Confidential Counselling Line (toll-free)

1.855.596.4222



**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

# CPA ASSIST IS HERE FOR YOU

# REGULATORY MATTERS

## FROM THE DESK OF THE REGISTRAR



**Leigha Hubick,**  
CPA, CA, Registrar

This edition of the member newsletter is all about celebrating the excellence of the CPA profession. And our profession has a lot to celebrate! We are a young profession in the grand scheme of things, with our legislation being only five years old.

It was a challenging and rewarding experience to bring the three legacy professions together under the CPA brand. And, as we learn and grow and change, so does our regulation.

The relationship between CPA Saskatchewan and you, the CPA, is best when balanced. Although we have a duty and powers to execute prescribed in law, you have rights and obligations to the profession as a whole. Both of us must be engaged and educated in order to be effective! And we love to hear from you—updating your information, volunteering on a committee, communicating a life event—it is so important to have engaged members in order to exercise our collective professional duty.

Since we unified five years ago, we have registered over 670 new CPAs, licensed over 350 CPAs, performed over 400 inspections and concluded 16 disciplinary matters. However, a key area of rewarding growth in the last five years is the amount of interaction we have with the public every week. Whether it's an audit of a not-for-profit organization, posting a job, or someone isn't getting their returns back from a member, we talk weekly to members of the public about what it means to know, employ or engage a CPA. And because of unification, for the past five years, the public has one place to call to get help. It is almost impossible to describe the value and power of one profession to ensure we achieve our mandate of protecting the public. Not all individuals or companies know the value of a CPA when they first start looking for advice in their personal or business matters. However, those who don't engage a CPA will find out from us quickly that we have some better mechanisms to engage our members in their regulation. All CPAs have obligations and because of that, each CPA understands what it means to be accountable more deeply.

As much as we promote the CPA value and brand with every call, email or letter to the Institute, it's up to you as individual members to promote your value too! You have obligations that make you a step above—that make you the 'professional', in 'professional accountant'. Promote the diversity and uniqueness of this profession! Make the compliance with CPD and fees work for you—those minimum qualifications we all have to meet to keep the designation held in the highest regard. The Rules are designed to ensure that we are competent in our role and of good character.

## CONGRATULATIONS TO OUR NEW MEMBERS!

### NEW MEMBERS THROUGH GRADUATION

Jordan Anholt, CPA  
Stacey Duke, CPA  
Christopher Gilchrist, CPA  
Kristen Hudym, CPA  
Brianna Lobb, CPA  
Scott Mantyka, CPA  
Cortlen McLeod, CPA

Michael Nowak, CPA  
Andrew Osinchuk, CPA  
Brecklin Strilaeff, CPA  
Bo Sun, CPA  
Zaryab Tarique, CPA  
Viktoria Tuz, CPA  
Carter Van Parys, CPA

### NEW MEMBERS TO SK

Amberley Fischer, CPA  
Brendan Fowler, CPA, CA  
Jared Totland, CPA, CA  
Devin Wagner, CPA, CA  
Matthew Young, CPA, CA

### NEW MEMBERS THROUGH MRA

Hafeez Shotande, CPA  
Amin Vadasariya, CPA

## IN MEMORIAM

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

**Norman R. Walker, CPA, CA,**  
from Kirkland, Q.C., on February 12, 2018.

Our thoughts are with his family and friends.

## IMPORTANT FIRM DEADLINE

**December 2, 2019** – Deadline to submit Firm, PC and Licence Renewals

## NEW CPD DECLARATION DEADLINE

A new set of Regulatory Board Rules were approved at the October 8, 2019 CPA SK Board meeting, including the change in CPD declaration deadline.

The deadline to report and declare CPD hours is now April 15, which is also the deadline to submit membership renewal and fees. This change will reduce the number of deadlines and streamline the process for members.

Learning activities will still be reported from January 1 to December 31.



## FOCUS ON FIRMS – AUGUST 2019 ISSUE PUBLISHED

*Newsletter for members working in firms*

The August 2019 issue of *Focus on Firms* was published on August 8. You can download a copy of the issue from [cpask.ca](http://cpask.ca). Our goal with this newsletter is to put the focus on firms with targeted education on the Rules, updates on professional standards, report on practice inspection results, provide access to guidance and advertise affinity services of interest to members working in firms. The latest issue includes articles about Auditor Reporting Standards, What to Expect from Predecessor and Successor Accountants, Key Messages from Licensing Renewal, and CPA Professional Skepticism.

## WHAT TO EXPECT FROM A CPA?

The CPA profession in Canada is diverse, and not all CPAs offer the same types of services to the public. Our profession has four categories of practice:

1. Licensed CPAs, who perform assurance services such as audit engagements or review engagements.
2. CPAs who provide other regulated services, including tax, compilation engagements, business valuations or consulting services.
3. CPAs who provide services to the public, that aren't 1 or 2 above.
4. CPAs who provide services to employers.

CPAs are expected to be competent and of good character in any area of practice. There are 6 elements in our code of conduct: integrity, competence, objectivity, confidentiality, moral & legal behaviour and co-operation with the profession's regulations.

When the public engages in a service arrangement with a CPA, we want them to ensure they get an engagement letter from the CPA. This letter forms a contract that can clarify the expectations of the parties, including billing protocols, timing of service delivery and documents required to complete the work.

Typically, the public rely on CPAs who provide services to them as clients. When the public engages the services of a CPA, they should ask lots of questions! Some questions to consider are:

- How long have you been in practice?
- Are you in good standing with CPA Saskatchewan?\*
- How many clients do you have like me and my company?
- How long have you practiced at this particular firm?
- In what areas of accounting do you practice as a CPA?
- Will you be working on my file, or can I expect other staff as well?
- When can we meet and what are your hours of operations?
- How much do you charge for your services?
- Approximately how much will your services cost me in total?
- Do you provide your clients with a detailed written statement of fees?
- Do you charge anything for the first meeting?

*\*Note: [cpask.ca](http://cpask.ca) publishes a list of registered firms and their statuses, so you can check your firm online! If you have questions about a firm not included on the list or the firm status, please email us at [registrar@cpask.ca](mailto:registrar@cpask.ca). To verify a CPA's membership status, please email us at [registrar@cpask.ca](mailto:registrar@cpask.ca). For information about licensed members or firms, email [licensing@cpask.ca](mailto:licensing@cpask.ca).*

# REGULATORY NOTICES



The Institute of Chartered Professional Accountants of Saskatchewan

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

On March 28, 2019, the Registration Committee of the Institute of Chartered Professional Accountants of Saskatchewan approved the restriction of registration of the following member:

**MICHELLE L. AVEY, CPA, CGA**

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 to CPA Saskatchewan before each quarter end the completed CPD activities.

Authorized by:  
Leigha Hubick, CPA, CA  
Registrar

April 16, 2019



The Institute of Chartered Professional Accountants of Saskatchewan

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

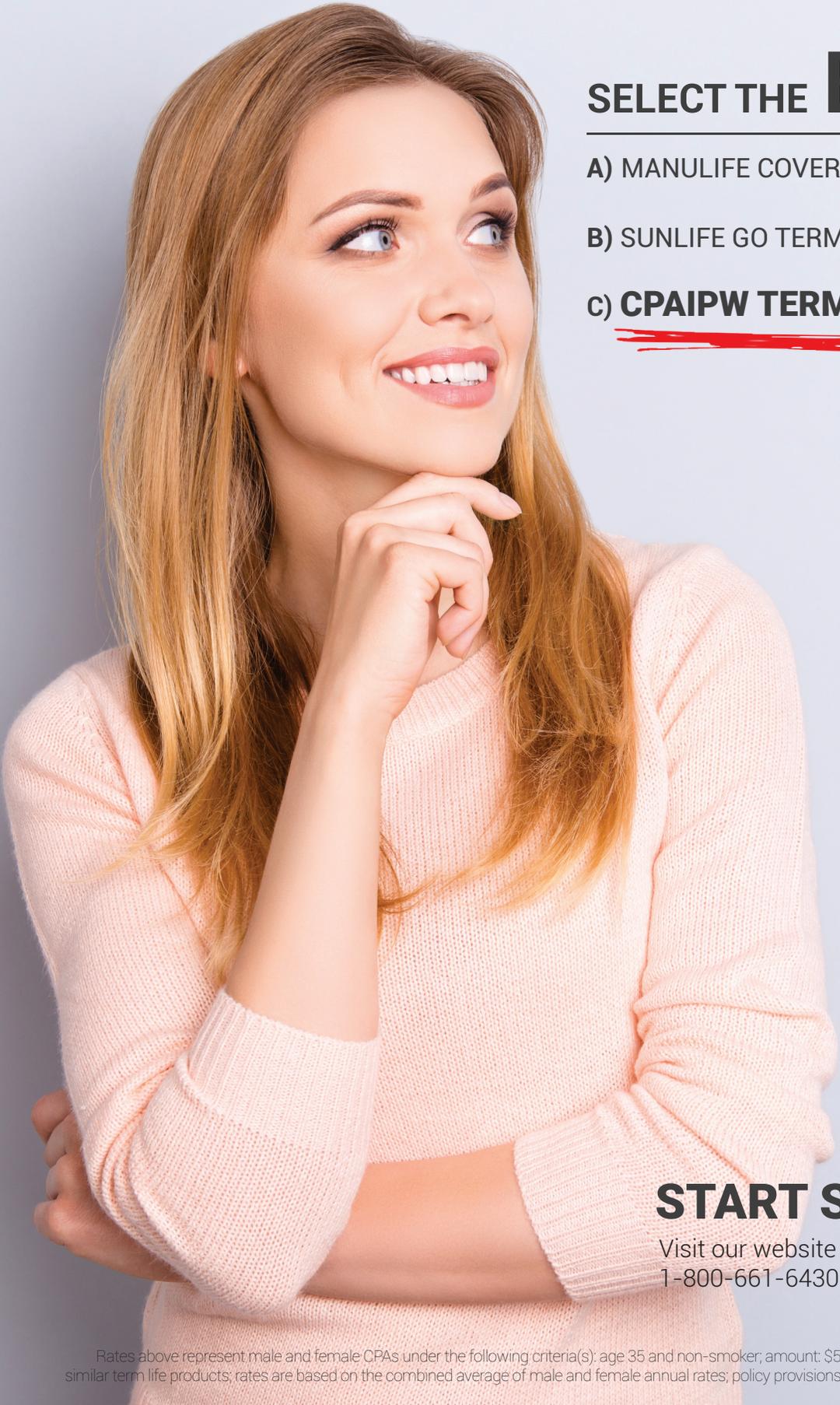
On March 28, 2019, the Registration Committee of the Institute of Chartered Professional Accountants of Saskatchewan approved the restriction of registration of the following member:

**JAMES STANLEY TWIGG, CPA, CA**

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 to CPA Saskatchewan before each quarter end the completed CPD activities.

Authorized by:  
Leigha Hubick, CPA, CA  
Registrar

April 16, 2019



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1-800-661-6430 for more information!

# NEWS, RESOURCES, PROGRAMS, PROFESSIONAL UPDATES & EVENTS

## CPA CANADA NEWS

### What is sustainable finance—and what does it mean for your company?

Sustainable finance is quickly becoming one of the biggest issues facing the financial world. [Learn more](#) about why it's a time of great opportunity and change for CPAs.

## RESOURCES

### AUDIT AND ASSURANCE

#### Audits of less complex entities: Are we at a crossroads?



Are you an auditor? Explore a potential shift in direction for auditing standards for audits of less complex entities. [Read more](#).

#### Auditors Using Data Analytics: An Inside Look

The use of audit data analytics (ADAs) is an important advancement in audit innovation. Learn about how the use of ADAs will change the nature of the audit. [Learn more](#).

#### Actions needed to adopt technology and enhance the value of the audit

The assurance profession needs to evolve in order to thrive in this era of ongoing technological disruption. Find recommended actions from experts to help advance the value and relevance of audit [here](#).

### FINANCIAL REPORTING

#### Canadian public company financial reporting update: Q2 2019

Now available on-demand: Q2 Canadian public company financial reporting update. This webinar, part of our IFRS resources, provides you with the most recent updates on matters of interest to Canadian public companies. [Watch now](#).

#### ASPE Briefing: Retractable or Mandatorily Redeemable Shares Issued in a Tax Planning Arrangement

Learn how key changes to Section 3856, Financial Instruments may affect tax planning arrangements. [Download here](#).

#### Not-for-profit financial reporting alert: Tangible capital assets, intangible assets and collections

[Learn about](#) the new accounting standards issued in March 2018 in Part III (Accounting Standards for Not-for-Profit Organizations) of the CPA Canada Handbook – Accounting.

#### Viewpoints: IFRS Transition Issues (Oil and gas)



Understand some of the significant issues when an oil and gas entity transitions to International Financial Reporting Standards (IFRS). Learn more [here](#).

#### ASPE alert: Accounting for related party financial instruments and significant risk disclosures

[Learn about](#) the new accounting standards for private enterprises (ASPE) issued in December 2018 in Part II of the CPA Canada Handbook – Accounting.

### MANAGEMENT ACCOUNTING

#### Performance measurement for non-profit organizations: Case study – Habuela Swim Club

Is your non-profit stuck in the slow lane? Learn how a Canadian swimming club used strategy mapping to improve donor and volunteer engagement. [Read more](#).

## Performance measurement for non-profit organizations: Case study – University Canada



Looking to improve performance measurement in your non-profit? This Canadian online university developed a new strategy and saw a big return. [Learn how.](#)

## TAX

### Tax resources for CPAs

CPA Canada's tax group is dedicated to delivering practical information and fresh perspectives on tax to our members and the broader tax community. [Click here](#) for up-to-date tax tips, news and resources.

### Tax system review: It's time



With the 2019 federal election, CPA Canada is urging political parties to commit to a comprehensive tax review. Canada's future prosperity depends on it. Three reports explain why and point the way forward. [Read more.](#)

### CRA serving Canadians better consultations: Feedback from CPAs

In recent consultations, the Canada Revenue Agency (CRA) sought ideas for improving its services. Who better to ask than CPAs, who help thousands of Canadians with their taxes every year? [Find out what we recommended.](#)

## Stock option deductions: Clarity and certainty needed



The federal government is consulting on how to cap employee stock option benefits. Find out how the draft legislation echoes advice from CPA Canada and the Canadian Bar Association on this Budget 2019 measure. [Read more.](#)

## PROFESSIONAL DEVELOPMENT

### Data Management Certificate

*Online Learning | Up to 33 CPD Hours*

Data can be beautiful and complex. It's also changing the way businesses make decisions. Learn how to use data to produce financial insights that drive results in [this five-course program](#) focused on data management.

### Public Sector Conference 2019

*October 28-29, 2019 | Ottawa, ON or virtual*



The role of public sector financial professionals is continuously evolving. At [this year's conference](#), you will have the opportunity to upgrade your skills and enhance the value you bring to work with a variety of innovative sessions, captivating keynote speakers and thought-provoking panels.

## CORPORATE CITIZENSHIP

### Request a financial literacy session in your community

Empower Canadians in your community to learn about financial wellness by hosting a free financial literacy session facilitated by a CPA volunteer. [Learn more.](#)

### Mastering Money Conference

*November 7-8, 2019 | Ottawa, ON*



Financial uncertainty is becoming a constant rather than a variable. Canadians will need greater knowledge as they make decisions for their personal and business finances. This conference will bring together thought leaders and industry experts from across Canada to help better understand this. [Register here.](#)

## FORESIGHT

### It's time to build the future you imagined.



The results from Phase 1 of CPA Canada's Foresight: Reimagining the Profession initiative are [now available](#). Learn how six months of thoughtful face-to-face discussion and digital exchange is paving *The Way Forward* for the accounting profession. [View \*The Way Forward\* report](#) today to learn more about the new direction of the profession over the next decade.

# AFTER HOURS

## Travel – explore Antigua, Guatemala



Antigua, Guatemala, is a rare jewel in the vibrant culture that is Guatemala. As the former capital of the Kingdom of Guatemala, Antigua remains one of the country's must-see destinations. With many well-preserved colonial artifacts, regal structures beautifully renovated alongside charming ruins in parklike settings, the vibrant and resilient city of Antigua pulsates with activity.

The current city was built in 1543, following the destruction by fire of its first founding in 1524, its rebuilding in 1527, and subsequent destruction and burial by earthquake and avalanche in 1541. The 1543 founding remained in a region prone to earthquakes, volcanic eruptions, and floods, and yet the city remained until it was nearly destroyed by an earthquake in 1773 having survived floods, eruptions, and natural disasters for more than two centuries.

Though the capital was then moved to a safer region by the Spanish, becoming the current capital, Guatemala City, the hearts of its people and a number of citizens remained in Antigua, preserving its history and helping it rise from the ashes.

Antigua's cobblestone streets are laid out in a grid traveling east-west and north-south, inspired by the Italian Renaissance. The buildings that remain are in the variation

which came to be known as *Barroco antiguo* which features massive buildings with low thick walls, low bell towers, carved tympanum, decorative stucco, central window niches; all designed thusly to withstand the region's earthquakes and eruptions.

As a UNESCO World Heritage site, Antigua is a popular tourist destination. In addition to its beautifully preserved colonial buildings and monuments, Antigua boasts much more in the way of exploring the sights and sounds of Guatemala. The city is surrounded by volcanoes which can be hiked into the highlands to explore the lovely landscape as well as the city from above. Small living Mayan villages surround the city, each with vibrant local markets, and sweet-smelling coffee farms waiting to be explored.

You can be sure a visit to Antigua will steal your heart, pique your taste buds, and open your adventurous spirit.

## Abbey Road album turns 50



In 2019 the world celebrates the 50th anniversary of The Beatles' *Abbey Road* album, their last album to be recorded. This was the album that gave the iconic London-based recording studio its current name.

Abbey Road Studios is the most famous recording studio in the world and a global music icon. It is synonymous with the Beatles as the band's stomping ground during the '60s and the place where they recorded most of their songs.

It was in 1929 when the Gramophone Company, a predecessor of British music company EMI, first acquired the nine-bedroom Georgian

townhouse found at 3 Abbey Road, St John's Wood in London. They were interested in the property because it came with large grounds which permitted a much larger building to be constructed at the rear, for the studios.

It was opened several years later, in November 1931, by Sir Edward Elgar, who would conduct the London Symphony Orchestra in recording sessions of his music. In the same year, the Gramophone Company merged with Columbia Graphophone Company to form Electric and Musical Industries (EMI), and the studios became known as EMI Recording Studios.

The awe-inspiring venue has since been at the forefront of music creativity, hosting many landmark recordings with the likes of The Beatles, Pink Floyd, Kate Bush, Oasis, Radiohead, Adele, Ed Sheeran and numerous others. It has been home to many technological breakthroughs, including the invention of stereo, and is the place where soundtracks were recorded for some of the biggest movies ever made, including *Star Wars*, *The Lord of The Rings*, *Harry Potter* and *Skyfall*.

Abbey Road is the oldest purpose-built recording studio in the world, but is best known to most people for being the creative base for The Beatles. In the late 1950s, Studio Two became the centre for British rock and roll music. It is where the Fab Four recorded almost all of their music between 1962 and 1970.

Originally set to be called *Everest*, The Beatles' final studio album features hit songs such as 'Come Together', 'Something' and 'Here Comes The Sun'; side two contains a medley of song fragments edited together by producer George Martin to form a single piece of music.

Sadly, recording sessions for the *Abbey Road* album were the last in which all four members of The Beatles participated. *Let It Be* was of course the final album to be released by the band before their dissolution in April

1970, but most of it had been recorded before the *Abbey Road* sessions began.

In 1985, the studio was renamed Abbey Road Studios, after The Beatles album that had made it famous. In December 2010, Abbey Road and its zebra crossing were declared an English Heritage Grade II listed site, but the studio's focus remains fixed on the future and helping to spread the expertise and knowledge present within the building to a new generation of musicians, engineers and producers from around the world.

## TAG

TAG is an exciting British digital innovation that promises to improve one's journeys—a durable and effective solution that will simplify your airport experience.

Whether you are travelling on business or gearing up for a holiday, British Airways says they are committed to improving your airport experience. That's why they have invested in new developments like biometric boarding and upgraded lounges to guarantee customers a more streamlined and seamless journey through the airport.

TAG is a reusable digital bag tag that seamlessly connects your luggage to your smartphone. Simply attach your personal TAG to your luggage before bag drop and link it with your BA app to ensure your details travel with your bag on its journey.

TAG can be used over 3,000 times, making it a valuable time saver for frequent flyers. It does not require you to screw-mount it to your luggage or use adhesive materials. Instead, it works more like a traditional luggage label, meaning you can transfer it to whichever piece of luggage you choose to travel with.

TAG is available to purchase at the introductory price of £63 (plus any applicable local charges). From October 2019 the standard price will be £80.

## Work life balance



A study by tech company Kisi, released in August, showed that Singapore was named the second most overworked city in the world, after Tokyo. In terms of work-life balance, Singapore ranked 32 out of the 40 cities studied.

The Kisi index, titled 'Cities for the Best Work-Life Balance 2019,' compared data on work intensity, institutional support, legislation, and liveability of 40 global cities based on their success in promoting work-life balance to their citizens.

The cities included in the 2019 Work-Life Balance Index are "known for attracting professionals and families for their work opportunities and diverse lifestyle offerings", the study said.

Average number of hours worked per week, minimum number of vacation days offered, average amount of time spent travelling to work, gender parity, and perceived level of happiness were among the factors taken into consideration when ranking the cities.

For work-life balance, Helsinki, Munich, Oslo, Hamburg and Stockholm took the top five spots. Singapore scored in the bottom ten, ranking 32 out of 40 cities. Kuala Lumpur was ranked the city with the least work-life balance, with Tokyo and Buenos Aires close behind.

The index showed that the top five most overworked cities in the world are Tokyo, Singapore, Washington, Kuala Lumpur and Houston.

Work-life balance and incorporating more rest and relaxation has been a challenge for over-achieving Singaporeans, who also scored second in a 2018 Wakefield Research study on most sleep-deprived and topped a Cigna survey on most stressed at work.

## CCA finals rodeo in SK

Swift Current, Saskatchewan, is the place to be for the 2019 CCA Canadian Finals Rodeo, from October 16 to 19.

The Canadian Finals Rodeo is one of Canada's largest rodeo events, featuring seven major events and two junior events. The major events include saddle bronc, bareback, tie-down roping, steer wrestling, ladies barrel racing, team roping, and bull riding.

Rodeos have been a mainstay in prairie country for decades and they have remained integral to keeping communities together. Many see the goal of the Canadian Cowboys Association (CCA) as promoting the sport throughout the area. Giving families entertainment based on the cowboy way of life was the perfect way for small communities to band together and support their local cowboys.

The economic impact of having rodeos is significant. The CCA started sanctioning rodeos in 1963 as a non-profit organization dedicated to promoting the sport of rodeo to new members, the public and the sports media. Having started with 15 sanctioned rodeos, the association continues to expand with 57 seasonal rodeos to be confirmed in 2019. It is estimated that in Canada the sport of rodeo is attended by more than 1.3 million people nationwide, with the CCA recording over 200,000 attendees throughout Saskatchewan, Alberta and Manitoba.

Enjoy your fall!

# CPA SK ANNIVERSARY PUZZLE

This is not just any crossword puzzle. This is the 5th anniversary puzzle for CPAs in Saskatchewan. All CPAs who submit a correct and completed puzzle will be eligible to enter their name for a draw to win one free full registration to the June 2020 CPA SK Conference in Regina. Scan and send your completed puzzle, including your name, to [Myrna Buttner](#) by November 10, 2019, to enter. Only one puzzle entry per member. Have fun!

## CLUES

### Across (Numbers on the left):

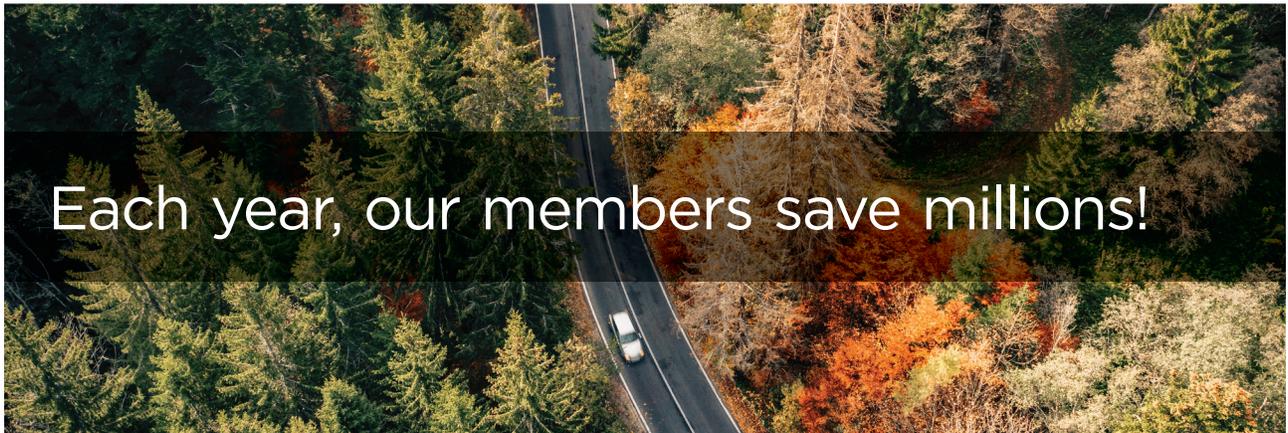
- Month when CPA SK will celebrate its 5th anniversary.
- Land bordered by water only on two sides.
- A cost that does not change with the volume of sales (Abbr).
- Cow in Spanish.
- The capital of this country is Tehran.
- The difference between an actual measured result and a budgeted amount.
- Mathematical constant that is the base of the natural logarithm.
- A device for taking game or other animals (plural).
- Also known as carrying value (Abbr).
- Conventions, rules, and procedures to define accepted accounting practice set by FASB (Abbr).
- The amount of ending units of inventory at the end of the month or fiscal year (Abbr).
- How updates and changes are made to a company's books (Abbr).
- Name of village in Buskerud County, Norway, where the Bjorneparken (Bear Park) is located.
- Calculation used to analyze the profitability of real estate investments that generate income (Abbr).
- American pay television channel that is owned by Discovery, Inc. (Abbr).
- Number of day in November when CPA SK celebrates its 5th anniversary.

### Down (Numbers on the right):

- Costs that change as the quantity of the good or service produced changes (Abbr).
- American video game company headquartered in Redwood City, California. Its founder is Trip Hawkins (Abbr).
- Difference between the actual and budgeted cost to acquire materials, multiplied by the total number of units purchased (Abbr).
- Stage first name for Bernice Frankel, American actress and comedienne.

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			2					
3	5	6			4			
5			7	8				
6					9	10	11	12
7				8				
	9	13			10			
11	14			12				
13			15		14	16	17	
15					16			

- Number of years since CPA SK was born.
- Canada Revenue Agency (Abbr).
- Legally enforceable claims for payment held by a business for goods supplied that customers ordered but have not paid for (Abbr).
- Refers to a small imperfection or a minor glitch in a system or piece of software, or some other technology.
- The tincture of silver which belongs to the class of light tinctures called "metals".
- Non-profit association dedicated to the advancement of the art, sport and science of aviation in the United States (Abbr).
- Canadian accounting professional designation born in Saskatchewan on November 10, 2014 (Abbr).
- American pay television sports channel owned jointly by The Walt Disney Company and Hearst Communications (Abbr).
- Name of a proposed legislation under consideration by a legislature.
- Electronic transfer of money from one bank account to another (Abbr).
- Name of the collective process of identifying, analyzing, and recording the accounting events of a company (Abbr).
- Name of the proportion of the total value of a company's assets that can be claimed by its owners (Abbr).
- Used as a function word to indicate inclusion or location.



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For more details, visit:  
[cpacanada.ca/savingsandoffers](http://cpacanada.ca/savingsandoffers)

*Congratulations to CPA Saskatchewan on its 5<sup>th</sup> Anniversary!*