



SKCONNECT

IN THIS ISSUE:

Celebrating Success

CPA Saskatchewan celebrated our newest graduates at our Convocation celebration on March 9th.

CPA Canada's 2023 Compensation Study Results Are In

Find out how compensation for Saskatchewan CPAs fares nationally.

The 2024 CPA Prairie Connection Conference Is Coming To Saskatoon On May 28 & 29

Learn about our amazing keynotes and check out articles from two of our speakers.



THE INSTITUTE OF CHARTERED PROFESSIONAL ACCOUNTANTS OF SASKATCHEWAN

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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 VISION

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

CPA SK VALUES

- Ethical Behaviour
- Excellence
- Innovation
- Accountability
- Leadership



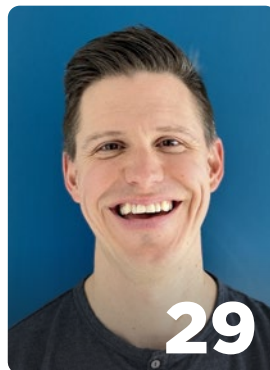
WHAT DO YOU THINK?

Send your letter to the editor to phoffart@cpask.ca or by mail to CPA Saskatchewan. Letters may be edited for length and clarity.

LAND ACKNOWLEDGEMENT

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

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



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CALL FOR AUTHORS

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



NOTES FROM YOUR LEADERSHIP

SPRING 2024

MEMBER NEWSLETTER



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

Spring is a time of new beginnings, and with it comes the new fiscal year at CPA Saskatchewan! As we enter the second year of our Board-approved strategic imperatives amidst evolving circumstances nationally, we remain committed to collaborating with our fellow provincial and territorial CPA bodies and CPA Canada to build a stronger CPA profession. The work on the New Certification Program (NCP) is a testament to the progressive strides happening as a profession – we expect further updates regarding this project over the coming months.

In March, CPA Saskatchewan had the pleasure of celebrating 135 of our newest CPA graduates at our 2024 Convocation ceremony – congratulations to our graduates for the hard work and tenacity demonstrated in passing the CFE – we look forward to seeing you accomplish many great things as you build your career as a CPA! We were also incredibly proud to recognize the exceptional performance of two Saskatchewan candidates named to the National Honour Roll – Brittney Hubenig and Megan Evans.

We had the incredible honour of presenting the Governor General's Gold Medal to Megan Evans for achieving the highest standing in Canada on the September 2023 CFE among the 4,178 successful writers. It goes without saying what an immense accomplishment this is – congratulations, Megan!

On May 28 & 29, we will host our second joint conference with CPA Manitoba at TCU Place in Saskatoon. This collaboration has allowed us to expand our offerings to include two full days of high-calibre keynote speakers and concurrent sessions covering a variety of topics. With the opportunity to host in Saskatchewan this year, we encourage you to join us in person if possible. There is nothing like experiencing the energy in the room and engaging with fellow CPAs in person! To reach members from around the province, we again have the option of registering to attend virtually – both in-person and virtual attendees will be able to watch replays of all sessions on the conference app until June 28th.

As we look ahead, CPA Saskatchewan will celebrate our 10th anniversary in November 2024. It is a significant milestone, reflecting a decade of growth as a profession. Please stay tuned for more details about upcoming events to commemorate this milestone.

As we embrace the fresh perspectives and renewed energy that this season inspires, we wish you continued growth and success. Thank you for your continued support and engagement.



Shelley Thiel FCPA, FCA
CEO, CPA Saskatchewan



CELEBRATING 10 YEARS!

NOVEMBER 2024

CPA PRO

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

WHAT'S NEW

Rules. Regulations. Best practices. Our courses help you stay up to date.

WHAT'S BEST

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

WHAT'S RIGHT

On demand. In person. Virtual. Learn the way that's right for you.

WHAT'S DIFFERENT

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



[VIEW CPA PRO
COURSE
OFFERINGS](#)

NOTICE OF ANNUAL GENERAL MEETING

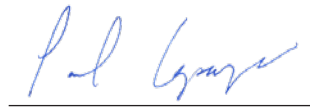
June 25, 2024

The Annual General Meeting of the members of the Institute of Chartered Professional Accountants of Saskatchewan will be held virtually on Tuesday, June 25, 2024, at 12:00 p.m. for the reception of the financial statements of the Institute of Chartered Professional Accountants of Saskatchewan for the fiscal year ended March 31, 2024, together with the auditor's report thereon; the appointment of the auditor for the fiscal year ended March 31, 2025; and for the transaction of such other business as may properly come before the meeting.



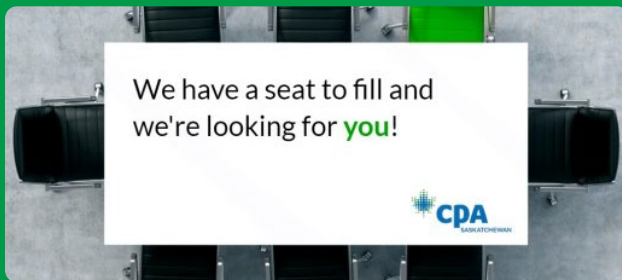
Shelley Thiel, FCPA, FCA
Chief Executive Officer

Dated this 9th day of April 2024.



Paul Lepage, CPA, CA, CBV
Chair

There is no charge to attend the AGM, however registration is required. Please [register](#) by June 16.



CALL FOR BOARD NOMINATIONS

Nominations for election to the CPA Saskatchewan Board for 2024-25 are now requested. Nominations must be received by the Chief Executive Officer of the Institute by 4:30 p.m., C.S.T. Tuesday, June 4, 2024.

Nominations must be in writing, signed by two members and agreed to by the nominee. Please visit the CPA Saskatchewan website for a nomination form.

The provisions setting out the procedures for nomination and election of the Board appear in Bylaws 103.1 to 103.14, which are also available for download from the CPA Saskatchewan website.

Under Bylaws 105.1 to 105.7, two members are to be elected to the Board this year. The following terms will expire as of the 2024 Annual General Meeting:

Nisha Doshi, CPA Travis Massier, CPA, CMA

Travis Massier is not eligible for re-election.

The AGM will be held virtually on
Tuesday, June 25, 2024.

NOTICE OF ANNUAL GENERAL MEETING OF MEMBERS

CPA SASKATCHEWAN SCHOLARSHIP FUND INC.

NOTICE IS HEREBY GIVEN that the 2024 Annual General Meeting of the members of the CPA Saskatchewan Scholarship Fund Inc. will be held virtually on June 20, 2024, at 12:00 p.m. Information to be presented includes the Annual Financial Statements and a summary of activities for the year. A full agenda and a copy of the Annual Financial Statements will be posted on the [CPA SK website](#) after June 1, 2024.



Don Walker, CPA, CGA
Chair of the Fund Board
April 30, 2024

REGISTER FOR THE 2024 SCHOLARSHIP FUND AGM

All members attending the virtual Scholarship Fund AGM on June 20th are asked to register through the [member portal](#) at [cpask.ca](#)

BE PART OF A TRANSFORMATIONAL LEARNING EXPERIENCE WITH THE Indigenous Learners in Accounting (ILA)

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

Our courses are:

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

Find out more at cpawsb.ca/ILA



Ryanna Bourke
Future CPA

becomeacpa@cpask.ca
Call us at 306.359.0272



AFOA ALBERTA
Building a Community of Professionals

2024 CPA PRAIRIE CONNECTION CONFERENCE



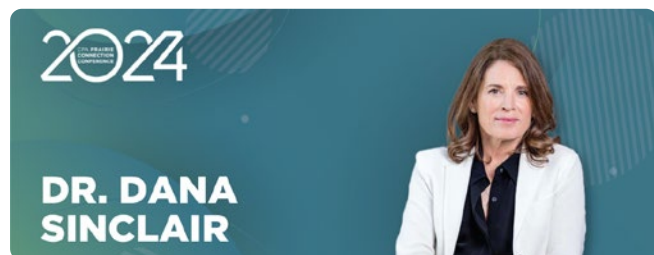
Join CPA Saskatchewan and CPA Manitoba as we partner to host the [2024 CPA Prairie Connection Conference](#) on May 28 & 29 at TCU Place in Saskatoon, SK and virtually.

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

Don't miss out on your chance to attend this year's conference in person in Saskatoon, SK! In-person attendees receive breakfast and lunch, a networking reception at the conclusion of day one and access to replays of all keynotes and concurrent sessions until June 28, 2024.

Early Bird pricing has been extended to May 10th with registration closing on May 19th, click here to [register](#) today!

We are excited to introduce this year's five incredible keynote speakers:



Keynote: [Dialed In: Performing at Your Best when it Matters Most](#)

Dr. Dana Sinclair has worked with the best of the best to improve results, from NFL, MLB, NBA, and NHL teams to IndyCar drivers and Olympic athletes. She helps performers shift their focus and deliver optimal performance in high-pressure moments that define greatness. Her methods also work for students and teachers, business leaders and managers—anyone motivated to improve. Her approach is simple: figure out what gets in your way, develop actions to

address it in the moment, and then stick to the plan. It's not about how you feel, it's about what you do!

Dr. Sinclair is a registered psychologist and holds doctorates from the University of Cambridge and the University of Ottawa. She is a clinical assistant professor with the Faculty of Medicine at the University of British Columbia and is a member of the American Psychological Association.

Dr. Sinclair is the author of the book *Dialed In: Do Your Best When It Matters Most* (Simon & Schuster, January 2024). In it, she shares her methods for maximizing peak performance in any and every task you seek to do and the key concepts for being the best version of yourself each and every single day.

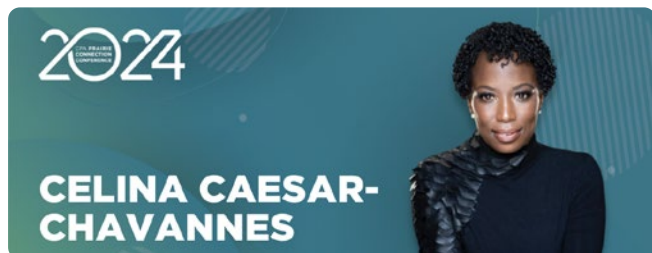


Keynote: [BLUEPRINT TO THE FUTURE: Leading In A New World of Work](#)

Eric Termuende is a best-selling author, internationally recognized thought leader, and keynote speaker on all things future of work, leadership, workplace culture, and talent management. After years spent studying the world's greatest places to work, he has deciphered what sets amazing leaders apart from the rest, and what it takes to build incredible teams that are resilient, innovative, and ready for the future.

His research and insights have inspired category-leading companies like Amazon, Coca-Cola, Nationwide, IBM, Zoom, Nokia, John Deere, and Toyota, to name a few. Eric's perspectives and accomplishments have been featured in Forbes, Fast Company, Inc., and many other prominent publications.

In addition to the hundreds of keynotes he has delivered around the world, Eric is an entrepreneur and leader in his own right. As co-founder of NoW of Work, Eric has been named one of the world's Top 100 Emerging Innovators by American Express, making him a trusted resource as we collectively navigate the future of work together.



Keynote: *Inequity in Equity: The Shortcomings of Traditional Diversity, Equity & Inclusion*

Celina currently serves as the Senior Advisor of Equity, Diversity, Inclusion Initiatives and Adjunct Lecturer at Queen's University. Her national bestselling book, *Can You Hear Me Now?*, was released in February 2021 published by Penguin Random House Canada.

Celina was the former Member of Parliament for Whitby, Parliamentary Secretary to Prime Minister Justin Trudeau and Parliamentary Secretary for International Development. During her term as a Member of Parliament, Celina was awarded several distinctions including a feature in the April 2018 edition of O (Oprah Winfrey) Magazine entitled, "What would you stand up for," and named Chatelaine Magazine's Woman of the Year (2019). She has a Bachelor of Science, an MBA in Healthcare Management and an Executive MBA from the Rotman School of Management.



Keynote: *Possibility Executed™ with Web3 and Metaverse*

Fifth-generation entrepreneur Cherry Rose Tan is the Entrepreneur in Residence at the Schulich School of Business, based in Canada's third-largest university, where she advises an ecosystem of 250 startups and 3,000 members. She leads Advisory and Fundraising services, where Schulich founders have raised \$60M in four years while teaching three MBA courses on Entrepreneurship.

With 18 years of experience in Tech, Innovation, and Entrepreneurship, she has a reputation as the First Mover in several industries. Tan served as a Pre-Seed Investor of Paycase Financial, a Canadian blockchain pioneer that provides infrastructure to global markets. She was General Partner at Renew Venture Capital, an early-stage firm focused on impact and underrepresented founders.

Her previous company, #REALTALK, the mental health movement for the tech industry, is known for being North America's first and largest platform on Entrepreneurial Mental Health. Specializing in working with C-Suite leaders, Tan grew the movement to 40,000 leaders and 70 national champions in four years, with a synonymous Top 14 Business podcast on iTunes.

As an Innovation & Mental Health Speaker, she ensures leaders build the future of their organization without burning out along the way. Her companies have been featured on Forbes, Inc., CBC, Nasdaq, and Insider for being disrupters in their industries. She sits on the boards for Wellspring and the Canadian Mental Health Association, with her first book being released with Wiley in October 2024.



Keynote: *What We Inherited & The Role We Must All Contribute To Implement Truth And Reconciliation*

Currently, Cadmus Delorme leads TwoHoop Advisory Services and Flowing River Capital Group. Prior to this, Cadmus served as Chief of Cowessess First Nation from 2016 to 2023. During his time as Chief, Cadmus focused on restoring culture, restoring political sovereignty, and promoting economic sustainability. Cadmus will share why reconciliation will help all Canadians and Indigenous People and how we can walk it together. He will use #57 Professional Development and #92 Business and Reconciliation from the Truth and Reconciliation Calls to Action to drive truth, inspire hope, and identify objectives we can all understand.



BUY 10, GET 1 FREE!

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

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

Convocation 2024

March 9 | Queensbury Convention Centre | Regina

On March 9, CPA Saskatchewan was pleased to celebrate our successful CFE writers from 2023 alongside their families, friends, and colleagues. We were honoured to recognize Saskatchewan's two Honour Roll recipients, Brittney Hubenig and Megan Evans. We also had the privilege of awarding Saskatchewan's second-ever Governor General's Gold Medal winner and cash prize of \$5000 for the highest standing in Canada on the September 2023 CFE (out of 4178 successful writers) to Megan Evans – this is an outstanding accomplishment!

Beth Wilson, FCPA, FCA, ICD.D, Chair of the CPA Canada Board of Directors, provided an address from CPA Canada and was on-stage to welcome our newest graduates to the profession alongside Yuen Ip, CPA, CMA, CEO of the CPA Western School of Business, Paul Lepage, CPA, CA, CBV, Chair of the CPA Saskatchewan Board, Shelley Thiel, FCPA, FCA, CEO of CPA Saskatchewan, and our emcee for the afternoon, Taryn Emiry, CPA, CMA, Director of Member Services at CPA Saskatchewan. The afternoon ceremony concluded with a Valedictory Address from Megan Evans.

The evening featured Paul Lepage presenting an address and toast to the graduates, Brittney Hubenig delivering a toast to the employers, educators, and mentors, and Cole Sylvestre, CPA, delivering a toast to the families. Dinner and speeches were followed by a night of visiting, dancing and an endless lineup at the photo booth, providing attendees with a souvenir to take home! To see more photos and videos from the day, check out [@cpa.saskatchewan](https://www.instagram.com/cpa.saskatchewan) on Instagram.

On March 13th, our newest graduates were in the [Regina Leader Post](#) and [Saskatoon Star Phoenix](#), which included CPA Saskatchewan's graduate announcement and articles promoting the profession.

CPA Saskatchewan would like to thank all attendees and our event sponsor, CPA Insurance Plans West, for helping us make Convocation 2024 a memorable day. Congratulations to our graduates on all you have accomplished so far in your journey to becoming CPAs!



2024 CPA Saskatchewan Graduates



Presentation of the Governor General's Gold Medal and \$5000 cheque: Megan Evans; Shelley Thiel, FCPA, FCA.



Left to right: Beth Wilson, FCPA, FCA, ICD.D.; Yuen Ip, CPA, CMA; Paul Lepage, CPA, CA, CBV; Shelley Thiel, FCPA, FCA; Taryn Emiry, CPA, CMA.



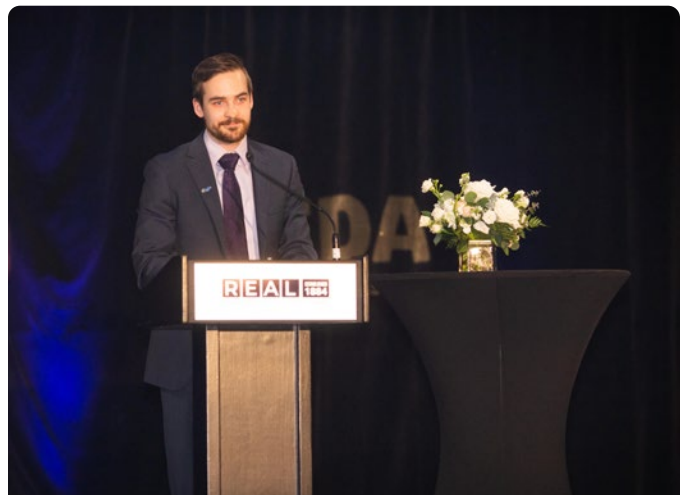
Yuen Ip, CPA, CMA; Beth Wilson, FCPA, FCA, ICD.D.; Brittney Hubenig; Shelley Thiel, FCPA, FCA; Paul Lepage, CPA, CA, CBV.



Yuen Ip, CPA, CMA; Beth Wilson, FCPA, FCA, ICD.D.; Megan Evans; Shelley Thiel, FCPA, FCA; Paul Lepage, CPA, CA, CBV.



Address and Toast to the Graduates: Paul Lepage, CPA, CA, CBV.



Toast to the Families: Cole Sylvestre, CPA.

2024 Graduates

NATIONAL HONOUR ROLL RECIPIENTS



Megan Evans

CPA Saskatchewan congratulates the recipient of the prestigious Governor General's Gold Medal for the highest standing in Canada on the September 2023 Common Final Exam (CFE).



Brittney Hubenig



Modupe Ajewole



Zarah Joyce Ang



Jamal Asif



Aaron Baker



Brooke Bauck



Karlie Bell



Michael Bethel



Alain Boscher



Jesse Boughen



Taylor Brakstad



Colton Brown



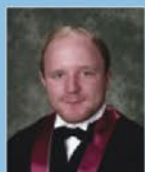
Czesna Lyn Carreon



Nichole Chorney



Lois Lane David



Byron Davidson



Angeline Day



Jared Day



Xuan Deng



Regan Deschuk



Marissa Do



Reid Dubkowski



Kevin Dudley



Lina Eastman



Kyle Elliott



Jaclyn Epp



Logan Fauchoux



Will Ferguson



Jaden Fisher



Swati Gade



Ethan Godson



Longyu Han



Yang Han



Arydan Healy



Janelle Herechuk



David Holfeld



Nafisa Islam



Sundeep Nemichand Jain



Breanna Janzen



Taylor Johnson



Munaf Karovalia



Bhawna Kathuria



Erryn Kruppi



Jacelyn Lacroix



Steven Lafleur



Daniel Lai



Megan Lalonde



Jingneng Li



Kayden Litzenberger



Megan Lloyd



Ashton Magotiaux



Runzhi (Shakina) Mai



Mamta



Khushboo Matawala



Brittany Matichuk



Jennine McDermid



Brenna McIntyre



Cameron McKee



Breanna McMillan



Bahiyyih Mehregani



Nachiket Mehta



Cameron Mugford



Faiqa Naz



Hoang Khanh Dan Ngo



Alyssa Nixon



Andrew Owen



Olga (Lola) Paposi



Pinkal Parekh



Neekha Patel



Unmehsi Patel



Myka Angela Federico



Lindon Perry



Thea Peters



Nhu Pham



Van Anh Ngoc Phan



Jace Pippin



Brendan Piques



James Blake Prete



Ian Connor Rattray



Wenli Ren



Hayli Riach



Ali Risat



Riley Ritchie



Gavin Robinson



Sepideh Rostampour



Kirah Rutzki



Angela Sauchyn



Rohit Sharma



Tyrone Shaw



Thomas Sherwen



Mackenzie Shields



Jagmeet Singh



Katrina Slovak



Daria Sokolan



Jessica Sopatyk



Matthew Squire



Carson Stang



Conor Stevenson



Rolan Carl Suarez



Nicholas Summach



Cole Sylvestre



Connor Taylor



Nathan Ter Velde



Matthew Ulrich



Wyatt Venne



Kaylyn Veresh



Agnese Vilde



Trent Wagner



Nathan Wiebe



Dawson
Williams-Nadler



Laura Woodard



Jorden Zazula



Dillon Zimmer

Missing: Evan Aitken, Riley Breti, Nicole Campbell, Eric Clauson, Callie Drury, Austin Eberle, Marvel Emefeut, Jordan Glasman, Carli Gray, Gurpreet Kaur, Megan Kruesel, Jayson Mak, Ali McKee, Brandon Petford, Rookmanee Ramdin, Ty Shrimpton, Luna Son, Katelyna Soucess, Ileana Spilca, Affan Usmani, Shannon Warkwright



CPA CANADA

CONGRATULATES SASKATCHEWAN'S NEWEST GRADUATES

Beth Wilson, FCPA, FCA, ICD.D, Chair of the CPA Canada Board of Directors

On March 9, the Chartered Professional Accountants of Saskatchewan celebrated the outstanding achievements of 135 successful CFE writers at the convocation celebration at the Queensbury Convention Centre in Regina. Beth Wilson, FCPA, FCA, ICD.D, Chair of the CPA Canada Board of Directors, congratulated this year's graduates with this motivational message:

It's an honour to celebrate the success of Saskatchewan's newest graduates and to acknowledge the hard work and perseverance required to reach this career milestone.

I would like to offer special congratulations to Brittney Hubenig and Megan Evans for achieving recognition on the 2023 National Honour Roll. Megan is also the recipient of the Governor General's Gold Medal. That is an incredible accomplishment; you should be very proud of this impressive achievement.

Let's also take a moment to recognize the family and friends who encouraged each of you throughout the CPA program and who will continue to support you as you step into this next chapter as a Chartered Professional Accountant.

In today's ever-evolving marketplace, it's impossible to ignore the rapid pace of change shaping the accounting world. Technological advancements, artificial intelligence, economic uncertainty, shifting consumer priorities, societal pressures around ESG, and global interconnectedness have increasingly demanded our profession's adaptability.

One thing I've learned over the course of my 30+ year career is that Canadian CPAs are known here at home and around the world for their technical acumen, tenacity and desire to do the right thing and to do it well.

During the many phases of my career, I found that no matter where I go or with whom I meet, being a CPA affords instant credibility, respect and trust. This ability to foster trust is a foundational element of our profession – one that sets us apart. It is up to each of us to protect that hard-earned trust, treasure it and build upon it – in your actions, your words and through the impact you will have across many organizations.

As the next generation of CPAs, the knowledge and skills you've acquired are the keys to unlocking new frontiers, designing innovative solutions and leading with the integrity and trust that define our work.

The world needs professional accountants who are not just proficient in numbers but are strategic advisors, interpreters of data and the architects of a more sustainable future.

As you progress in your careers, I encourage you to embrace uncertainty, stay curious and be bold in your aspirations. The journey you embark on is not a solitary one. Tackling the global challenges before us is a collective endeavour that requires collaboration and lifelong learning.

You now belong to a dedicated community of CPAs who are each contributing to a more resilient financial ecosystem. Our profession is recognized and respected worldwide for its rigorous educational requirements and adherence to the highest ethical standards.

You have an opportunity to play an instrumental role in facilitating strategic decision-making, influencing regulatory frameworks and shaping public policies that strengthen Canada's reputation as a valued destination for investment and business.

Being a CPA is not just a designation—it's a commitment to making a positive difference. I have no doubt that each of you will go on to accomplish great things.

Congratulations, and welcome to the profession!

CPA CANADA MEMBER BENEFITS: TAKE ADVANTAGE OF SAVINGS, PROFESSIONAL DEVELOPMENT, AND MORE

As a member of CPA Canada, you receive exclusive access to numerous benefits both personally and professionally.

Visit cpacanada.ca to learn more about the savings and offers available to CPAs.

MEMBER RECOGNITION AWARDS

**Do you know an outstanding CPA
deserving of recognition?**

Nominate them for a Fellow Chartered Professional Accountant (FCPA), Early Achievement, or Lifetime Achievement Award today!



PD CONNECT

YOUR CENTRALIZED DESTINATION FOR PD OFFERINGS

We have streamlined the member experience
for all PD offered by CPA Saskatchewan,
including CPA PRO!

Easy access to materials

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Download records of completion

And much more!





EXEMPLARY NEW PROFESSIONAL AWARD

This article was written and published by the CPA Western School of Business and has been republished with permission.

Meet Owen Kot, CPA, 2023 Exemplary New Professional Award Winner

CPAWSB recently presented the Exemplary New Professional award to Owen Kot, CPA, a recent graduate who demonstrated the qualities of a Chartered Professional Accountant during his time as a candidate, and the year following successful completion of the Common Final Exam. The award is made possible through the generosity of Kouri Berezan Heinrichs of Edmonton in their gift to the CPA Education Foundation of Alberta.

Below is a detailed transcript of the conversation between Samantha and Owen. Samantha Taylor, PME, CPA, CA, is an educator and lead policy advisor for CPAWSB, as well as a Senior Instructor of Accounting at Dalhousie University.

In this interview, Owen shares his insights into his CPA journey, from his early days taking accounting courses at the University of Regina to his current role as a manager at MNP. He talks about his time as a CPAWSB candidate, emphasizing the importance of balancing work, life, and being a CPA candidate, and the significance of making time for activities that recharge oneself.

Samantha Taylor: Let's begin by discussing your nomination for and subsequent winning of the award. When did you find out, and what was your initial reaction?

Owen Kot: In October, I received the exciting news that I was nominated for the Exemplary New Professional Award. I owe a big thank you to my employer, MNP, for the nomination – it's an honour I truly appreciate. At that point, I knew there was an application in progress, but I wasn't exactly sure when I would find out more. One day, while chatting with my sister on the phone, I saw an email notification pop up. Initially, I thought it might be a news release, but to my surprise, it was the announcement that I had won the award. It was a wonderful moment to share with my sister, and I was eager to share the news with others who had supported me along the way.

Sam: You mentioned MNP. Were they your employer during your CPA candidacy? It sounds like they still are now. Can you walk me through how your journey began and where you are now?

Owen: Yes, I did my first co-op term with MNP in the summer of 2018. They've been my sole accounting employer and consistent supporters throughout my journey. Technically, I began my CPAWSB journey during that co-op term, applying the experience to the practical component.

My journey in accounting started at university, where I initially considered finance. However, after taking a few accounting courses, I realized the vast opportunities available in accounting. The University of Regina provided an exceptional support system through its accounting faculty. While I don't mean to compare it to other programs, I found the accounting program at the U of R to be very strong. I quickly connected with MNP, and it's been a fantastic experience.

I completed two co-op terms, graduated, pursued the MPAcc program at the University of Saskatchewan, and then completed the CFE. And now, here I am.

Sam: You know, a common concern for candidates both considering entering the program and those already enrolled is how to effectively balance work-life and being a CPA candidate. Could you share a bit about your experience in managing these aspects?

Owen: Yeah, I think it's definitely no small task. Anyone who's gone through the program knows there are way too many things going on. Probably more than you'd expect at a public accounting firm, in industry, or anywhere else. Work is demanding enough, and then adding extracurriculars along with education on top, there's no shortage of things to do.

One thing that really helped me was still making time or carving out time to do things that I enjoyed, liked, and recharged myself. Even though going to play golf on a Saturday afternoon when I had a bunch of other stuff to do might not have been the easiest thing to commit to, I found that I was more energized and able to be my best self after taking that to spend time with friends or family or engaging in a recreational activity.

So, even though your schedule seems way too full, do things that you like. Enjoy yourself because that'll suit you best in the long run.

Sam: I really appreciate how you mentioned taking the time to refuel and refresh, which undoubtedly makes you stronger both in education and your job. It's great advice. So, that's something you managed well – juggling work, life, and being a CPA candidate.

Looking back, is there anything you would tell yourself during your CPA journey?

Owen: I think people tend to look at the overarching goal, which is getting the CPA designation, and start to feel overwhelmed when they think about the work that needs to be done to get there. So, I would advise taking it one step at a time by narrowing your focus on short-term goals to help keep things manageable. This way, you are truly in control by seeing what's immediately in front of you. That being said, you can't forget about the bigger picture; however, a one-step-at-a-time mentality will put the bigger picture in a more manageable perspective.

Sam: Could you tell me a bit about what life looks like now that you are a CPA? Please share about your current role and life inside and outside of work.

Owen: Certainly. My professional role is as a Manager at MNP in Regina. I work on our specialty tax team, focusing mainly on tax planning, corporate reorganization planning, estate planning, sale planning, succession planning, and more. I really like it because, while some might find it surprising, this area allows for creativity, especially in tax. I like the forward-looking planning aspect of it.

I often tell people who may not be familiar with this field that you could present a scenario to 20 different professionals, and if it's complex enough, they might come up with 20 different answers for that scenario. I find it enjoyable, and it keeps me on my toes.

Outside of work at MNP, I volunteer on a couple of boards: the Alzheimer's Society of Saskatchewan and Saskatchewan Young Professionals Entrepreneurs in Regina. These are areas I have a personal connection to, and I can apply my professional skill set outside of work.

Additionally, I enjoy travelling, spending time with family, and attending concerts.

Sam: Now that you have your professional designation and are immersed in this role, what emerging developments in the field of accounting do you think CPAs should be aware of?

Owen: I believe one significant emerging development is AI (Artificial Intelligence), which is touching upon numerous areas globally. There are definitely applications in accounting both positive and negative. Understanding and harnessing this knowledge will be super useful and continue to be so

as the world progresses. While no one knows exactly where it's headed, it will certainly become more advanced and developed.

Additionally, the area of data management and data systems is substantial, providing accountants with a competitive advantage and allowing them to deliver significant value. If we think about it, accounting, in a basic sense, especially financial reporting and assurance, involves taking data and illustrating it. So, does that have to be limited to financial statements, or could it be applied beyond to things like environmental and sustainability reporting or other types of reporting? I see huge opportunities there. The CPA profession in Canada is already focused on this. I think students coming in should see this as an opportunity to do things beyond what is typically associated with accounting.

Sam: I teach undergraduate students, and often in the first or second year, they'll say, "I like what I'm learning in class, but I don't want to sit in an office or a cubicle and do debits and credits for the next 30 years." We do so much more than debits and credits. But you might not necessarily realize that. So, are you able to perhaps share some cool jobs that you have seen for accountants? Ones that undergraduates or new candidates may not be aware of.

Owen: I'd say my job is quite enjoyable. I didn't even realize or understand it was a career path when I started accounting and students entering the accounting field might not fully understand that. Another such area that students may not know about is environmental and sustainability reporting. While it shares similarities with financial reporting, you report on things beyond a company's profit and loss. You're reporting on how they're impacting the world around them in their environment.

Moreover, CPAs are equipped to handle a variety of job roles. Pursuing a CPA doesn't necessarily limit you to being a partner at a public accounting firm or CFO at a company. You could work in any field and do anything. The skill set we acquire is very transferable, involving analytical thinking and strategy, among other attributes. So, it's not far-fetched to think that you could be the director of a not-for-profit, the CEO of a company, or be well-prepared to start your own business. With a CPA designation, the possibilities are endless and there are numerous opportunities.

To watch the complete video of this interview on YouTube, please [click here](#).

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MEMBER CONTRIBUTION

ADD VALUE TO YOUR SERVICES

Mia Hollinger, CPA, CMA

Add value to your services by simply asking your Self-Employed clients this one question: Do you have any plans to purchase real estate in the next 1-3 years?

Future planning is extremely important in relation to mortgage financing. This article will highlight some of the different mortgage options available to self-employed individuals who are looking at purchasing real estate, whether it be a home or investment property.

My name is Mia Hollinger. I am a CPA, CMA and hold an active mortgage associate license. Having also run a business for myself, I am familiar with the issue from more than one perspective. I'm happy to share some ideas and information that may help your businesses or with your personal finances. I will highlight some of the challenges self-employed clients face when looking at mortgages and how to overcome them.

Challenge #1: Many business owners write their income down too low to qualify for mortgage financing as the money is kept in their corporation. Moving it to them personally has drawbacks when it comes to paying personal income taxes.

Challenge #2: Personal income from 2023 will be used to calculate mortgage financing needs until 2026. So, what clients write into their income this year will still have an effect over the next few years.

Challenge #3: Traditional mortgages look at a two-year history to qualify. How do you get a mortgage if you have been self-employed for less than 2 years?

Partnering with a mortgage broker has its advantages when it comes to self-employed individuals because they have access to many lender's mortgage products in comparison to a bank, which only has access to its own products.

SOLUTIONS

- 1. Business For Self – Less Than 2 Years:** If a client has been self-employed for less than 2 years but remains in the same industry, such as a carpenter—there are options for them. This program offers savings for someone transitioning from an “employer” to the “self-employed” world. Uninsured mortgages such as rentals, refinances, and poor credit are not eligible for this program.
- 2. Forward Planning:** A self-employed client may want to consider writing their income up for a higher 2-year average. A good mortgage professional can work with a client to create a hypothetical “2-year average” before they pay themselves for the year and lock that number in stone. This will help set them up for success when they do need to obtain mortgage financing.

3. Stated income program: A self-employed individual must be in business for a minimum of 2 years, and we look at gross income and eliminate some of those “fluffy expenses.” We can look at the hard write-offs to find that magic number between their gross income and their net income claimed on their personal tax returns. This program allows minimal income documentation to be sent to the lender, but as mortgage professionals, we will look deep into the most recent 2 years of the personal T1 Generals and Company Financial Statements to come up with that “magic number.” This program requires a minimum of 10% down payment and is a solid alternative when a client has less than a 20% down payment. However, there is default insurance required on this type of mortgage. The lender and insurer will review the application and decide if it makes sense for the client’s industry and determine if the income being used is considered reasonable.

4. High Net Worth Programs: HNW Programs are perfect for clients who don’t fit the traditional income requirements to qualify for a mortgage. These clients don’t claim a lot of income, but they have large liquid assets. There are generally 2 options: Minimum high net worth value and dollar for dollar.

Some lenders have program requirements starting at \$150,000 in liquid assets (generally, the higher the asset value, the more flexible the lender can be). With dollar for dollar – the client qualifies at normal qualifying ratios, and they need dollar for dollar in assets for what they don’t qualify for. This program usually requires a down payment of 35%, and the assets are valued after the down payment funds are considered.

5. Gross-ups and Add-backs: These can increase certain clients’ income for mortgage qualification purposes. Some programs allow for a 2-year average plus a 15% add-back to net income from the personal tax returns filed. We can gross-up non-taxable and non-traditional income. For example, a 15% gross-up can be calculated using a client’s 2-year business for self-income. Lenders understand a self-employed client’s income tends to be higher than is reported on a tax return.

We determine add-backs based on the business-related income, reviewing the client’s tax return. You can extract certain expenses and add them back. We can add back CCA, home/office and vehicle expenses, and we can look at things like bad debts, depreciation, donations, etc.

6. Alternative and Private Lenders: I refer to these guys as the “Bad Boys of Banking.” They break the rules and make you pay for it. These guys are awesome for getting the job done. Alternative and Private Lenders will allow you to use 6-12 months of business bank statements to get closer to that gross income number for qualifying. It does work for people with poor credit – not that business owners have bad credit – but this program ties into the difficult-to-prove income clients and clients with poor credit. They allow higher qualifying ratios in debt servicing so your mortgage can take up more of your income than is traditionally allowed with mortgages. They offer more flexibility, especially when the loan amount is less than 65% of the value of the home as their risk is decreased.

Alternative and Private Lenders have slightly higher rates – charging a lender fee of 1% and requiring a minimum of 20%-35% for the down payment. Basically, these lenders allow the clients to continue claiming minimal income and save on the mortgage default insurance premium they would pay if they used the stated income program previously discussed in exchange for the lending fee and higher interest rate. A mortgage professional would be able to calculate the difference between the two for your client to see what the best option is. Again, this is where the forward planning comes in. We can help the client get into the mortgage now and work out a plan to get them out in the future if needed and move forward from there.

OpCO vs HoldCO

This is a great debate for self-employed individuals. Clients should talk to their accountant and lawyer as far as using an Operating Company or Holding Company when it comes to mortgage financing. It can have a major impact on how their taxes go moving forward and the risk involved with companies and properties being tied together. When purchasing in operating companies, we have a few options, though not as many, because this is traditionally more of a commercial financing aspect with higher rates, fees and upfront costs. Purchasing in holding companies is more common. These have a personal guarantee as we use personal income to qualify which follows the standard residential financing process. The Holding Company should only be for the purchase of real estate to have the flexibility to shop around for financing. There is less liability with having property in the HoldCo, rather than in the OpCo—you don’t want the operating company to get sued and your property as an asset to be at risk. Also, if you want to sell your operating company and have your real estate in that company, the properties would be with the sale. You can keep your assets if they are purchased through the HoldCo.

RENTAL PROPERTIES

Self-employed individuals are often interested in investing in real estate, and by working together, we can help them find the best growth opportunities. Rental mortgage financing requires a minimum 20% down payment. When clients buy multiple properties, some lenders have a “number of doors” or “number of properties” owned rule, so forward planning again comes into play. There is a strategy to consider since lenders calculate how much rental income each property can include differently. There is a difference between subject property vs non-subject property, so perhaps a client can be coached into buying a new property and turning their existing home into a rental property and things of that nature.

DOWN PAYMENT REQUIREMENTS:

- You can put 5% down even if you are not a First Time Home Buyer when purchasing an owner-occupied home.
- Insured mortgages are when you put less than 20% down and are subject to mandatory default insurance added to the mortgage loan.
- The down payment percentage increases to 10% when the purchase price is over \$500K up to \$1M and is 20% on properties over \$1 Million.
- You may put as little as 5% down on second and vacation homes depending on the purpose, type of property, and access.
- You must put 10% down on the Stated Income Program we discussed earlier.
- Minimum 20% down payment requirement on rental properties and alternative or private lending.

Whether you are considering a purchase as a First Time Home Buyer or you are looking to purchase a Vacation home or Rental property, there are options to refinance an existing home to take equity out for cash needs or home renovations, debt consolidation, and to payout CRA debt and tax arrears. Home Equity Lines of Credit (HELOCs) can also be a great option for some individuals. There are also mortgage options for individuals with bruised credit, a past consumer proposal or bankruptcy. As you can see, there are many programs and options available.

This content has been supplied by Mia Hollinger, CPA, CMA, Mortgage Broker at The Mortgage Group (Associate License #509769 Brokerage License #315872). Member submissions are published for the interest of our readers – the views and opinions expressed are not endorsed by CPA Saskatchewan.



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NAVIGATING THE NEUROCHEMICAL SYMPHONY:

A WELLNESS GUIDE FOR THE WORKPLACE

By **Steven Langer**

Welcome to the whirlwind of life, where chaos and busyness seem to be our eternal companions. Life, with all its unpredictability and demands, often feels like a juggling act. But amid the hustle, it's vital to recognize that our well-being isn't a luxury reserved for the serene moments; it's a daily necessity. Today, let's dive into the fascinating world of neurotransmitters – those tiny messengers in our brains that have a massive impact on how we feel. Specifically, we'll explore serotonin, dopamine, endorphins, oxytocin, and cortisol – the powerhouse quintet that plays a vital role in our overall well-being.

We're talking about the little things – the morning walks, the laughter breaks, the shared meals – activities that, despite life's chaos, can stimulate the right hormones for our well-being, even when it seems like there's no time to spare.

Join me on this journey where we prioritize our mental health not as an afterthought but as an integral part of our vibrant, busy lives. Because even in the chaos, we deserve to experience the joy of a well-balanced neurochemical symphony.

THE MOOD MAESTRO: SEROTONIN

Imagine serotonin as the conductor of your mental orchestra, overseeing mood, sleep, and appetite. In the workplace, this neurotransmitter is the silent force shaping our emotional landscape. Low serotonin levels, akin to a muted symphony, are linked to mood disorders such as depression.

So, how do we ensure our serotonin symphony is harmonious?

It's about understanding that our emotional well-being is not just a byproduct of work tasks but a delicate interplay of internal chemical cues. Try these activities for a boost in serotonin:

1. **Morning Sun Exposure:** Start your day with a dose of natural light. Take a short walk outside or enjoy your morning coffee on a sunlit balcony. Exposure to sunlight triggers serotonin production.
2. **Exercise Routine:** Incorporate regular aerobic exercise into your routine. Whether it's jogging, swimming, or your favourite sport, physical activity boosts serotonin levels and contributes to an improved mood.
3. **Healthy Eating Habits:** Consume foods rich in tryptophan, a precursor to serotonin. Include turkey, salmon, nuts, seeds, and dairy products in your diet to support serotonin synthesis.
4. **Mindfulness Meditation:** Engage in mindfulness or meditation practices. These activities promote relaxation and help regulate stress, directly impacting serotonin levels.
5. **Expressing Gratitude:** Keep a gratitude journal and regularly jot down things you're thankful for. Be intentional to build gratitude into daily conversations with others. Positive reflections and expressions of gratitude have been linked to increased serotonin production.

DOPAMINE: THE REWARD MOLECULE

Dopamine, the brain's high-five, influences motivation, reward, and pleasure. In the workplace, it's the fuel for ambition, goal-setting, and that triumphant feeling when a project is successfully completed. However, it's a delicate dance. Too much and it can lead to burnout and addiction; too little and motivation wanes.

As leaders, understanding the dopamine dance in ourselves and our teams is crucial. Celebrate achievements, set realistic goals, and foster an environment that acknowledges the value of both hard work and the joy of accomplishment. To boost our dopamine, try these tips:

1. **Set Achievable Goals:** Break down larger tasks into smaller, achievable goals. Each accomplishment releases a surge of dopamine, keeping you motivated throughout the day.
2. **Celebrate Small Wins:** Acknowledge and celebrate your achievements, no matter how minor. Whether it's completing a report or finishing a workout, the celebration triggers dopamine release. There is nothing like checking an item off the to-do list!
3. **Try Something New:** Engage in novel experiences. Take up a new hobby, explore a different cuisine, or challenge yourself with a creative project. Novelty is a natural dopamine booster.
4. **Interval Training:** Incorporate interval training into your workout routine. The unpredictability and challenge of interval exercises can trigger dopamine release and enhance motivation.
5. **Listen to Uplifting Music:** Create a playlist of your favourite uplifting tunes. Music, especially songs that evoke positive emotions, stimulates the release of dopamine in the brain.

ENDORPHINS: STRESS RELIEF AND EUPHORIA

Endorphins, our natural stress relievers, come to life during exercise, laughter, and moments of joy. Picture them as workplace stress-busters, tackling challenges and promoting resilience.

Encourage team-building activities, incorporate laughter into the workplace culture, and promote a positive work environment. These strategies not only enhance individual well-being but also contribute to a collective sense of euphoria within the team:

1. **Regular Exercise:** Engage in aerobic exercises such as running, cycling, or high-intensity interval training. Endorphins are released during sustained physical activity, acting as natural pain relievers.

2. **Laughter:** Laughter is a fantastic endorphin booster. Get together with good friends and enjoy some laughter, or take in a night of stand-up comedy to enhance your well-being.
3. **Spicy Foods:** Consuming spicy foods triggers the release of endorphins. Add a bit of heat to your meals with spices like chilli peppers, and enjoy the natural mood lift.
4. **Meditative Breathing:** Practice deep and rhythmic breathing exercises. Meditation, yoga, or focused breathing can induce a state of relaxation, prompting the release of endorphins. If meditative breathing isn't your thing, try mindfulness while doing an activity such as eating.
5. **Massage or Acupuncture:** Treat yourself to a massage or acupuncture session. These therapies stimulate specific pressure points, promoting the release of endorphins and providing natural stress relief.

OXYTOCIN: THE GLUE OF SOCIAL BONDS

Oxytocin, often associated with maternal behaviours, is the unsung hero of workplace relationships. In a professional setting, it's the glue that fosters trust and enhances teamwork. Picture it as the invisible thread weaving through a team, creating a fabric of strong connections.

Leaders take note—to cultivate a thriving work environment and prioritize positive social interactions. Encourage open communication, team-building activities, and a culture of support. The oxytocin ripple effect will strengthen bonds and fortify your team's collective resilience. Here are a few tips for promoting oxytocin:

1. **Quality Time with Loved Ones:** Spend meaningful time with friends, family, or pets. Social interactions and connections trigger oxytocin release, fostering a sense of bonding and connection.
2. **Acts of Kindness:** Engage in acts of kindness. Helping others, whether through volunteering or simple gestures, enhances feelings of empathy and trust, releasing oxytocin.
3. **Pet your dog/cat:** Petting an animal builds a bond or connection with your furry friend and stimulates oxytocin release.
4. **Shared Meals:** Share a meal with family or friends. Even better, cook for someone you care about. Breaking bread together has a community aspect that promotes oxytocin release, enhancing social bonds.

CORTISOL: A NECESSARY EVIL

Now, let's talk about cortisol, the stress villain. Yes, I said it, a necessary evil. In moderation, cortisol acts as our body's survival coach, priming us for action in the face of stress. It's the alert system that says, "Hey, something needs your attention!"

But, chronic elevation of cortisol can lead to mood swings, anxiety, and a disrupted neurochemical balance. Leaders, recognizing the signs of chronic stress in your team is paramount. Implement stress-management strategies, foster a culture that values work-life coherence, and be attuned to the well-being of your employees:

1. **Mindfulness Meditation:** Incorporate mindfulness meditation into your routine. Mindfulness practices help manage stress and, in turn, regulate cortisol levels.
2. **Deep Breathing Exercises:** Practice deep breathing exercises during stressful moments. Slow, intentional breaths signal the body to reduce cortisol production and promote a sense of calm.
3. **Regular Physical Activity:** Establish a consistent exercise routine. Regular physical activity helps burn off excess cortisol and contributes to overall stress management.
4. **Quality Sleep:** Prioritize quality sleep. Establish a calming bedtime routine, limit screen time before bed, and create a conducive sleep environment to support cortisol regulation.
5. **Stress-Reducing Hobbies:** Engage in hobbies that relax and soothe the mind. Whether it's reading, gardening, or painting, activities that reduce stress contribute to cortisol balance.

HARMONIZING THE NEUROCHEMICAL SYMPHONY

Balancing these neurotransmitters is not about implementing sweeping changes but about fostering a workplace culture that recognizes the human element behind every task. It's about leaders acknowledging their own mental well-being and setting an example for their teams.

In my journey as a wellness consultant, I've witnessed transformative changes in organizations that prioritize employee well-being. One company introduced mindfulness breaks during hectic workdays. Another revamped its performance appraisal system to focus on growth rather than metrics alone. These seemingly small shifts had profound impacts on the collective mental health of their teams.

As leaders, let's consider our workplace as a stage where the neurochemical symphony plays out daily. It's not about conducting a flawless performance but about creating an environment where each member of the orchestra feels supported, valued, and capable of contributing their best.

Remember, your journey toward wellness is not a solitary one. Reach out, share your insights, and let's build a community that prioritizes the mental health of every professional. Together, we can turn the workplace into a haven for well-being, where leaders and team members alike thrive in the symphony of a balanced neurochemical landscape.

This content has been supplied by Steven Langer at [Well By Design](#), an organization helping workplaces achieve a healthy working culture that can lead to increased productivity, employee satisfaction, and retention.

May 6-12 is CMHA Mental Health Week – [click here](#) to learn more about Steven's approach to workplace wellness, and be sure to join us at the [2024 CPA Prairie Connection Conference](#) for more insights in his session, Beyond Resilience: Building Your Personal and Professional Armour of Wellness.





CONQUERING TIME:

HOW TO MANAGE YOUR NEUROLOGICAL OVERLOAD

By **Kevan McBeth**

In today's rapid-paced business environment, where every notification buzz and beep of our phones could be a new task or a client demanding attention, many of us find ourselves perennially short on time and long on stress. For some time now, we've been listening to our friends and colleagues voice a familiar set of challenges: burnout and poor time management are pervasive issues, made more acute by the accelerating demands of modern work life. But what if the solution isn't just about managing time but understanding and managing our neurological load?

UNDERSTANDING NEUROLOGICAL OVERLOAD

Neurological overload, or what is often termed as 'brain fog' or 'mental paralysis,' is becoming a buzzword in productivity circles lately, and the concept is gaining greater attention. It describes a state where our brains are inundated with information to the point where we struggle to process and prioritize effectively. This cognitive state doesn't just impair our productivity; it can also lead to a significant increase in stress and anxiety.

It's a condition intensified by the multitude of tools and technologies designed to boost productivity. Ironically, these same tools often lead to constant distractions, pulling us away from tasks that require focused attention. The result is a vicious cycle where we attempt to multitask to save time and end up sacrificing the quality of our work. This often leads to what's been called "hurry sickness," a compulsive rush through tasks that researchers suggest only increases time savings by an average of 4% of time while substantially lowering the quality of our output and significantly increasing stress.

THE MYTH OF MULTITASKING

The idea that multitasking is an effective way to manage multiple demands has been debunked by numerous studies. The harsh truth is that multitasking often leads to decreased performance and productivity. It's a perceptual glitch; we feel busy and productive, but the quality of our work and mental well-being suffers.

Our collective obsession with speed and productivity has led us to believe that faster is better. However, the notion that working at a breakneck pace leads to greater achievements is fundamentally flawed. The temporary satisfaction of crossing items off our to-do list must not be confused with real, sustained achievement.

PRACTICAL STRATEGIES TO REDUCE NEUROLOGICAL LOAD

So, how do we combat this overload and reclaim our time and sanity? At Affective Consulting, we recommend several strategies that can make a substantial difference:

1. Box Your Time:

Research shows that your brain's ability to absorb and retain information can only be sustained for 25-40 minutes at a time. Try altering your habits at work to ensure that you are reflecting this neurological limit and give yourself (and your brain) a short break. Give yourself permission to take a short break every 40 minutes or so and allow yourself time to mentally absorb what you have been doing, re-set and refresh.

2. Re-define Time at Work:

Our schedules are typically built in 30 and 60-minute intervals, yet neurologically, we aren't able to retain content for those periods of time (see above). Try scheduling your meetings for 20-40 minutes instead of 30-60 minutes. Likely, you won't notice the change from an information-sharing perspective, and you will retain and absorb more of the content. It also gives you time to refresh before your next meeting.

3. Go For a Walk:

Regular walks not only create a relaxing effect on your mind but also help release endorphins. Moving away from a stressful environment to a calming one helps the brain process noise and reduce the alertness to threats that sometimes come when we are stressed and hyper-tensed. When we take time to go for a walk, especially when we are outdoors in nature, our brain perceives that we are in a safe environment and relaxes.

4. Digital Detox:

We all love our phones and our technology. It's often our connection to our friends and family, but it's also the number one contributor to neurooverloading. Unfortunately, our phones are designed to be neurologically engaging and attractive. Consider

making your phone less appealing by changing the background to a plain colour (black if possible) and turning off unnecessary notifications like Facebook, LinkedIn, Snapchat and TikTok. Scheduling specific times to check emails or putting your phone on airplane mode during certain hours can also help focus your attention away from constant interruptions.

5. Simplify Technology:

You might want to go old school with your technology. Use devices that are less engaging and, therefore, less distracting. This can be something as drastic or as simple as downgrading to a basic phone or, at the very least, finding one with a smaller screen so you aren't immersing yourself in Instagram videos that are in 4k resolution (which is probably better resolution than your TV at home!). Reducing the frequency of dopamine hits from incessant notifications can help maintain focus.

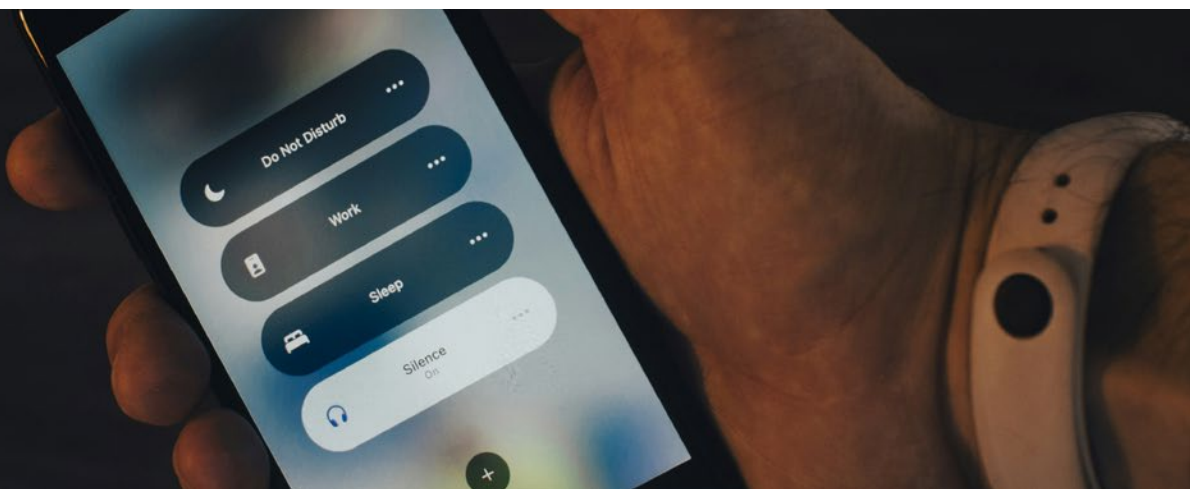
TAKING CONTROL

At the end of the day, managing your neurological load is as crucial as managing your schedule. By understanding the impacts of technology and information overload and implementing strategies to mitigate these, you can take significant strides toward managing your time and enhancing your quality of life. It's not about doing more faster but about doing better with what you have, and ultimately feeling better for it.

Take some time today to assess how you interact with technology and consider what changes could help reclaim your focus and productivity. Remember, every step toward understanding and managing your neurological load is a step toward a healthier, more effective you.

This content has been supplied by Kevan McBeth at Affective Consulting. [Affective Consulting](#) offers flexible on-demand HR services, leadership development, coaching, high-performance team development, & HR educational training.

Join us at the [2024 CPA Prairie Connection Conference](#) for Kevan's session, Optimizing Performance Management: Best Practices from an HR Perspective.





CPA ASSIST

GRASPING THE COMPLEXITY OF EATING DISORDERS

CPA Assist is the profession's health and wellness program in Alberta and Saskatchewan. It offers confidential, professional counselling services free of charge and 24-hour crisis support to CPAs, CPA candidates, and their immediate family members. For more information about CPA Assist, visit www.cpa-assist.ca.

Mental health and eating disorders can affect anyone. Below is guidance that CPAs can use if a loved one is dealing with an eating disorder.

By Jessica Musslewhite

While concerns about body image and societal pressure to conform to certain body standards can contribute, the factors behind these conditions are often deeper and more intricate. Eating disorders, in fact, are complex conditions influenced by a combination of psychological, biological, and environmental factors.

It might come as a surprise to know that eating disorders have the highest overall mortality rate of any mental illness¹. Since the pandemic, diagnosis and hospitalization have drastically increased. Serena Benali, Registered Dietitian and President of In Good Nutrition, remarks, "In my practice, I have noticed a significant increase in cases related to eating disorders, particularly anorexia. This trend is consistent with broader patterns observed not only across Canada but globally. The rise in cases of eating disorders, especially among young individuals, has been particularly noticeable." Her team of registered dietitians across Alberta and Nova Scotia provides a full spectrum of nutrition care, from eating disorders and disordered eating to diabetes and digestive health.

Anorexia nervosa and binge eating disorder are more commonly encountered in Serena's practice. Bulimia

nervosa, though just as prevalent, tends to be under-treated. Like many other mental illnesses, determining if someone is suffering from an eating disorder based solely on their physical appearance is simply not possible. "Eating disorders are complex mental health conditions that manifest differently in each individual," explains Serena. "They can affect people of all body sizes and shapes, and many symptoms are not visibly apparent."

Despite progress made around mental health conditions, eating disorders are still vastly stigmatized—and with dire consequences. "In my practice, I've encountered numerous clients who postponed seeking help for their eating disorder because they didn't align with the common societal image of someone with such a disorder," says Serena. "Unfortunately, this delay often results in the eating disorder becoming more entrenched, posing additional challenges for treatment."

There is a common misconception that eating disorders are solely caused by a desire to look thinner. "This [misconception] is a significant oversimplification of these complex conditions. While concerns about body image and societal pressure to conform to certain body standards can contribute, the factors behind these conditions are often deeper and more intricate. Eating disorders, in fact, are complex conditions influenced by a combination of psychological, biological, and environmental factors," explains Serena. "Psychological aspects such as low self-esteem, perfectionism, and mental health issues like anxiety and depression often play significant roles. Additionally, genetic predisposition suggests a biological vulnerability to developing eating disorders. Environmental factors, including societal and cultural pressures, media influence, family dynamics, and peer interactions, also contribute. Furthermore, traumatic experiences and stressful life events can trigger these conditions."

Societal perceptions and stereotypes also contribute to the notion that eating disorders are predominantly viewed as a female issue, leading to under-diagnosis in men. Serena notes, "Men may be less likely to seek help due to stigma, and healthcare professionals might not recognize the symptoms in men as readily. Additionally, the diagnostic criteria for eating disorders have historically been based on studies in females, which may not always capture the nuances of how these disorders present in men."

What are some key differences between disordered eating and eating disorders? "Eating disorders are specific, diagnosable mental health conditions with criteria outlined in the Diagnostic and Statistical Manual of

¹ *Eating Disorders in Canada*—NIED (nied.ca/about-eating-disorders-in-canada)

Mental Disorders, involving serious disturbances in eating behaviour and related thoughts,” explains Serena. “Disordered eating refers to irregular eating behaviours that don’t necessarily meet the criteria for an eating disorder but can still be harmful. Disordered eating may include habits like excessive dieting or compulsive eating, which can potentially develop into an eating disorder. These behaviours can be problematic and can negatively impact one’s health and quality of life. It’s important to note that disordered eating can sometimes develop into a full-blown eating disorder and may require intervention.”

Is social media to blame for the recent increase? “Social media undoubtedly plays a significant role in the development and exacerbation of eating disorders and disordered eating behaviours,” explains Serena. “It presents idealized body standards through edited images and curated content, leading to body dissatisfaction. Social comparison on these platforms fosters continuous self-evaluation, contributing to heightened body image concerns. My clients share with me, as their dietitian, their experiences with social media and its negative impact on their self-esteem and eating habits.”

Treatment for an eating disorder is rarely simple. “More serious eating disorders, such as anorexia, bulimia, and binge eating, require longer term, more intense, multidisciplinary intervention,” explains Dr. Brian Forbes, who leads the psychological services for CPA Assist—the profession’s free and confidential health program in Alberta and Saskatchewan. For these reasons, support for eating disorders falls outside the scope of CPA Assist’s direct counselling services and rather into each eligible person’s entitlement of one hour to non-direct services. “Provincial treatment centers, for the most part, will only accept a referral from a treating physician. This is where the CPA Assist program can assist in the referral to a treatment centre,” he says.

Adding to the problem, wait times for publicly funded treatment have increased dramatically, and private care is not always an accessible option for everyone. “To complicate matters, some treatment centers will only accept clients who are deemed “mentally and physically stable,” says Dr. Forbes. This can leave families swirling to find help. In these situations, Dr. Forbes recommends, “CPAs and their family members can book a regular counselling session with a CPA Assist therapist in order to gain information on how best to help manage a child or loved one’s eating disorder. They can also call the National Eating Disorder Information Centre.”

What can support look like if you know someone who is affected by an eating disorder? “The most important thing you could do is to talk to them,” explains Dr. Forbes. “This is easier said than done if the individual cannot accept that

they have a problem. That being said, talking about their condition is needed in order for them to recover. It might be difficult for them to talk about what they are experiencing and may even come across as angry, even though they may be anxious and insecure. This being the case, in communicating with them, be patient and listen carefully to what they are saying.”

Dr. Forbes suggests the following helpful tips for engaging in a conversation with your child, loved one, or friend whom you suspect may be struggling with an eating disorder:

- **Stay calm and focus on what they are saying—do not blame or judge them.**
- **Avoid talking about the person’s appearance.**
- **Try to use sentences that start with “I feel like” or “I’m worried, because.”**
- **Be understanding if they are not willing to talk or are secretive, as this is part of their illness.**
- **Acquire as much knowledge as possible about eating disorders. If uncertain about the next steps, reach out to CPA Assist or another helpline.**

Hope for change still exists, and each of us can play a role in reducing the stigma surrounding eating disorders. “Encouraging positive relationships with food, nurturing a healthy body image, and raising awareness about mental health can not only create a more supportive and empathetic environment for individuals affected by eating disorders and disordered eating but also contribute to prevention,” suggests Serena.



SUPPORT ORGANIZATIONS

NATIONAL

National Eating Disorder Information Centre (NEDIC)
Toll-free support line: 1.866.633.4220
nedic.ca

SASKATCHEWAN

CPA Assist
Toll-free support line: 1.855.596.4222
cpa-assist.ca

BridgePoint Centre for Eating Disorder Recovery
bridgepointcenter.ca

If you or your loved one are in medical danger, call 911 or proceed to the nearest emergency department.

2 Harvard T.H. Chan School of Public Health (hsph.harvard.edu/news/hsph-in-the-news/to-help-prevent-eating-disorders-regulate-social-media-algorithms-expert-says)

CPA CANADA'S 2023 COMPENSATION STUDY RESULTS

CPA Canada's 2023 Compensation Study was conducted from June 20 – July 17, 2023, with report data based on responses from 9,861 CPAs. The key finding was that overall median compensation for CPAs with at least three years of post-designation experience grew to \$143,000 in 2022, a 12 percent increase compared to 2020, in which median income for the comparable group was \$128,000.

Check out the graphs below for more information about compensation in the Saskatchewan/Manitoba region and see where the compensation of CPAs in our region stands in relation to other provinces across Canada.

Read CPA Canada's [full report](#) for more details.

Median Compensation by Province - 3 or More Years Post-Designation (in \$000s)



Source: 2023 Canadian CPA Compensation Study Report • Created with Datawrapper

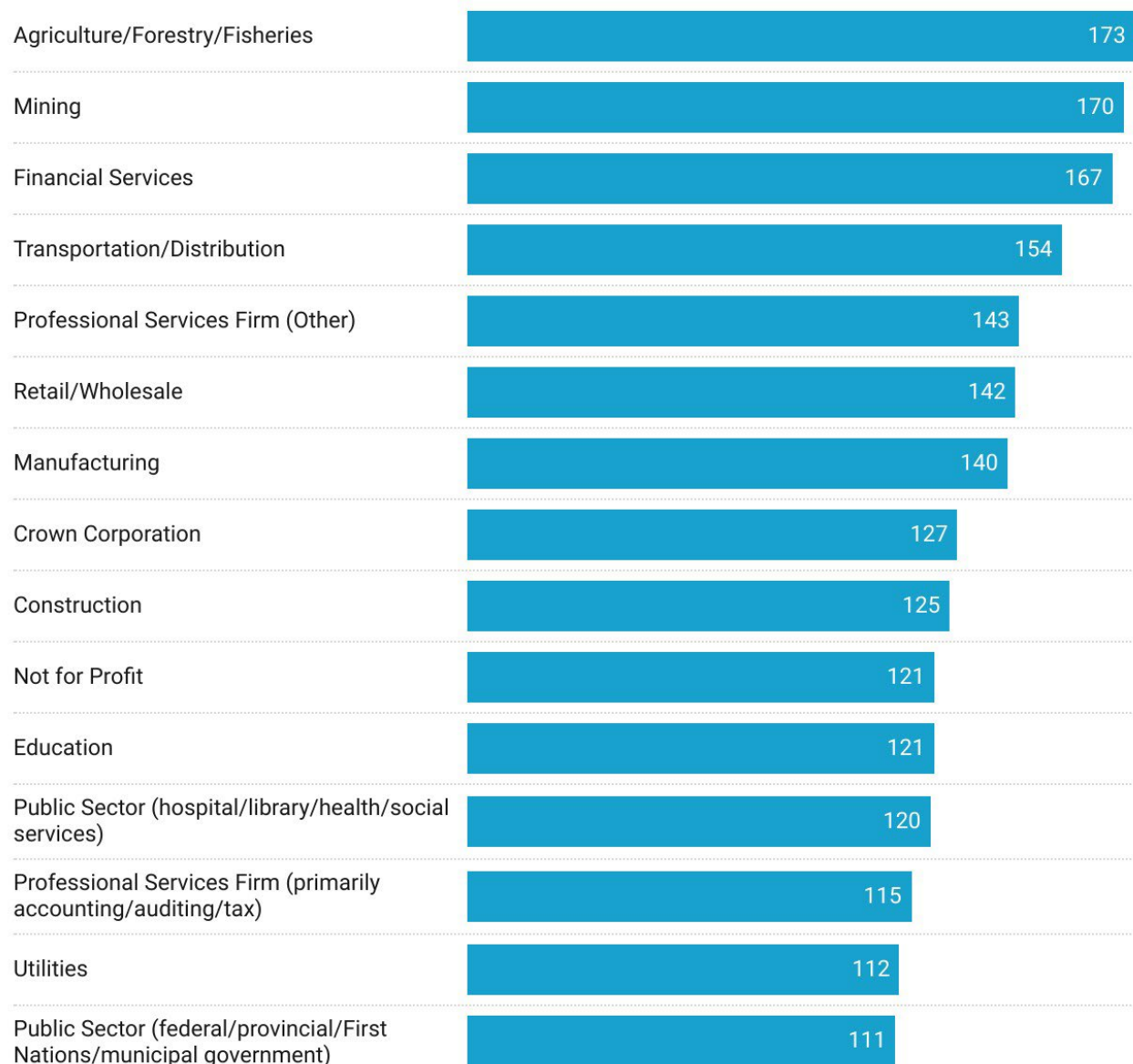
Median Compensation in Manitoba and Saskatchewan by Major City (in \$000s)



**Only cities with 20 or more responses shown*

Source: 2023 Canadian CPA Compensation Study Report • Created with Datawrapper

Median Compensation in Manitoba/Saskatchewan by Industry (in \$000s)



**Only industries with 20 or more responses shown*

Source: 2023 Canadian CPA Compensation Study Report • Created with Datawrapper

CPA Saskatchewan is aware of a former member raising concerns about current and former staff involved in the conduct and discipline process.

Information on the conduct and discipline process can be found online at:

<https://cpask.ca/protecting-the-public/inquiries-and-complaints> or

<https://cpask.ca/protecting-the-public/discipline-process>.

Further concerns can be sent to info@cpask.ca.



CPAIPW Q&A

WITH DAVID FILEWICH

We sat down with David Filewich, CPA, to learn more about CPA Insurance Plans West.

Q: David, how does a CPA end up a Senior Director of Operations at a not-for-profit insurance organization?

Like some of the best career moves, it was a random chance. After getting my CPA, I started working in various roles within technology start-ups and eventually founded a company. Every dollar the company made was reinvested in growing the business, and with our second child on the way, we needed to find an additional source of income. So, I applied for every accounting job offering casual work arrangements, and CPA Insurance Plans West was the first to call me. As the company grew, I saw incredible potential and became more involved until I joined full-time about three years ago. Today, I oversee all the operations of the business.

Q: What exactly does CPAIPW do?

We provide insurance products and services to CPAs, their families, and CPA firms on a not-for-profit basis. We exist for one reason: to provide value to CPAs.

Q: What insurance products does CPAIPW offer?

We specialize in Life Insurance, Critical Illness Insurance, Accident Insurance, Disability Insurance, Health & Dental Insurance, Home & Auto Insurance, and Travel Insurance. Each of these products is designed with CPA professionals in mind, ensuring they meet the specific needs and challenges faced by individuals in our field.

Q: What differentiates CPAIPW from other insurance providers?

CPAIPW is the only not-for-profit in Western Canada that exclusively serves CPAs. We recognize CPAs have options, so we must provide as much value as everyone else. We offer the lowest cost to CPAs while providing a delightful experience.

Some other differentiators that contribute to our advantage include:

- We only serve CPAs and their families, who are generally a low-risk pool relative to the general public, which leads to lower prices.
- We also have an advantage over other providers as we don't pay taxes, and no shareholders expect a return on investment, interest, or dividends.

- We don't pay commissions, which reduces costs and ensures our Advisors offer unbiased advice.
- We promise every interaction is our 5-star experience designed to delight our CPAs, partners, and employees. At the heart of our 5-star experience are enthusiastic team members eagerly providing thoughtful, helpful solutions.

Q: What are three things you wish everyone knew about Life Insurance?

The most common response I get when I speak to people about Life Insurance is, "I have mortgage insurance, and my employer provides some coverage, so I'm fine." I want everyone to know they are likely not fine.

Mortgage insurance through the banks is rarely the best choice. Firstly, it's just a fancy name for Life Insurance. There are many reasons to avoid mortgage insurance—I could go on quite the rant about this one, but to keep it short, it is more expensive, the beneficiary is always the lender, the policy is not portable, the coverage decreases as you pay down the mortgage, underwriting is done post-claim (have to wait until there is a claim before you know if you qualify), and it expires when you pay off your mortgage. A Life Insurance policy that includes the value of the mortgage is usually a much better option.

Regarding the second part of that statement, "My employer provides Life Insurance." Most people need more coverage than what their employer provides. I'd encourage each person to take a detailed [needs assessment](#) to determine how much coverage makes sense for them, but as a good starting point, you should have at least 10 times your annual salary. So, if you make \$100,000, you should have a million-dollar policy. It's rare for an employer to provide more than 3x salary, so that's only \$300,000; even if you factor in \$500,000 in mortgage insurance, that's well short.

One other common misconception is that Life Insurance is expensive. For a 30-year-old, rates start at just \$10 per month for a \$500,000 policy. For most CPAs, that's a really affordable price to protect loved ones against the unexpected.

Q: How can CPAs get started with insurance from CPAIPW?

Our website, www.cpaipw.ca, is a great place to start! We have a [Needs Assessment tool](#) as well as an [online quote system](#). You can also reach our fabulous team at 1-800-661-6430 – they'd love to hear from you.

STAY UP TO DATE

CPA CANADA'S FORESIGHT INITIATIVE



AI IS HERE TO STAY

In Season 6, CPA Canada's Foresight: The CPA Podcast host and producer Neil Morrison teams up with finance and technology experts to dive into the impacts of AI and its adoption and how it will affect the accounting profession. Together, they'll work to answer questions like: How can CPAs identify and, more importantly, mitigate the risks involved with AI adoption? What's driving Canadian organizations to adopt AI in their business, and how can CPAs lead the charge? How AI in audit is being utilized in firms of all sizes? Listen to this season and learn [how this evolving technology will affect CPAs](#).

TAX

TAX BLOG

CPA Canada's latest tax blog highlights some important new measures to keep in mind when preparing tax filings for 2023 and later years. [Read now](#).

AUDIT AND ASSURANCE

FAQ - CAS 315 AND THE AUDITOR'S RESPONSIBILITIES FOR GENERAL INFORMATION TECHNOLOGY CONTROLS

Learn about General Information Technology Controls (GITCs) as part of the revised Canadian Auditing Standard (CAS) 315, which includes new and updated material about [the auditor's responsibilities and understanding of IT](#).

ALERT - AUDITOR REPORTING AND COMMUNICATION WITH THOSE CHARGED WITH GOVERNANCE

Learn about [changes to your responsibilities](#) related to your statement in the auditor's report and communication with those charged with governance regarding independence.

ESG

ESG SYMPOSIUM 2024

The time is now for action and accountability on environmental, social and governance (ESG) issues. Learn to navigate environmental and social risks and opportunities at this event for CPAs, leaders and other professionals from every industry. [Register today!](#)

INTEGRATING ESG

CPAs are well-positioned to lead ESG initiatives. Download CPA Canada's [integrative ESG resource](#) and learn a five-step process to help organizations incorporate the most material ESG factors into existing strategy, risk management, financial planning, governance and more.

EXTERNAL REPORTING

SUSTAINABILITY REPORTING ALERT - SCOPE 3 GREENHOUSE GAS (GHG) EMISSIONS

This is the second alert within CPA Canada's series of Sustainability Reporting Alerts, which introduces concepts within the newly issued IFRS Sustainability Disclosure Standards (IFRS S1 and IFRS S2). Read more about [how preparers can get their organization ready](#) for these new reporting standards.

WEBINAR - SUSTAINABILITY DISCLOSURE PRIORITIES FOR 2024

On January 9, 2024, CPA Canada hosted a [webinar](#) alongside the AICPA, the ISSB and the U.S. CAQ on sustainability disclosure priorities for 2024. Two members of CPA Canada's sustainability advisory committees were on panels during the webinar, discussing the impacts of upcoming sustainability reporting requirements.

SOCIAL IMPACT

THE DARK SIDE OF MONEY: MASTERING MONEY PODCAST - SEASON 9

Season 9 of the Mastering Money podcast uncovers the underbelly of financial scams. [Tune in today](#) and learn strategies to better protect your assets.

COMMUNITY FINANCIAL LITERACY SESSIONS

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

THE MANDATORY TAGGING PERIOD FOR ALL CPAs EXPIRES NOVEMBER 10, 2024.

Following this date, tagging your legacy designation becomes optional.



REGULATORY MATTERS

CONGRATULATIONS TO OUR NEW MEMBERS

NEW MEMBERS THROUGH GRADUATION

- | | |
|-----------------------|-----------------------|
| Karlie Bell, CPA | Jayda Maurer, CPA |
| Larren Clark, CPA | Jennine McDermid, CPA |
| Xuan Deng, CPA | Ali McKee, CPA |
| Reid Dubkowski, CPA | Daniel Pfeifer, CPA |
| David Holfeld, CPA | Erin Sader, CPA |
| Jensyn Holmquist, CPA | Conor Stevenson, CPA |
| Rachel Huschi, CPA | Sahar Tahir, CPA |
| Nafisa Islam, CPA | Mingcheng Xia, CPA |
| Kevin King, CPA | Jun Zhang, CPA |
| Si Liu, CPA | |

NEW MEMBERS TO SK

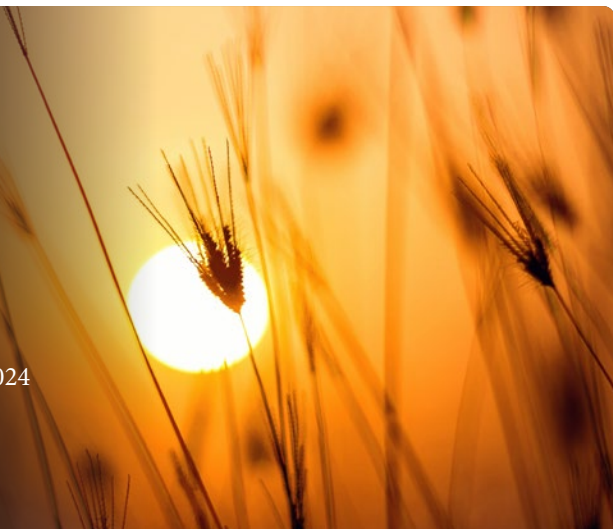
- Wendy Antochow, CPA
Kazeem Bamigbose, CPA
Sarah Ford, CPA
Todd Freer, CPA, CA
Hilda Leung, CPA, CA
Michael Morrison, CPA, CA
Sharla Osatuyi, CPA
Marc-Stéphane Pennee, CPA, CA
Kirk Roworth, CPA, CA
Cora Tiffin, CPA, CA

IN MEMORIAM

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

- **Claude Ronald Saul**, CPA, CA from Regina on January 20, 2024
- **Jennifer D. Ochieng**, CPA, CA from Regina on February 25, 2024
- **Dale Emerson Binner**, CPA, CMA from Regina on March 10, 2024
- **Gary Keith Mang**, CPA, CA from Regina on March 16, 2024
- **David Arthur Ordish**, CPA, CA from Whitehorse on January 24, 2024

Our thoughts are with their families and friends.





The Institute of Chartered Professional Accountants of Saskatchewan

NOTICE OF EXPULSION

The following cancelled member has been expelled for failure to comply with an Order of the Discipline Hearing Panel of the Discipline Committee of the Institute of Chartered Professional Accountants of Saskatchewan.

RYAN S. PASTERNAK

Having been expelled, this individual shall not use either the title 'professional accountant' or the professional designations 'Chartered Professional Accountant' or 'Certified Management Accountant,' or the initials 'CPA' or 'CMA' in Saskatchewan.

Authorized by:

April 10, 2024

Leigha Hubick, CPA, CA
Registrar

When in Doubt, Check it Out.

Concerned about making an ethical decision?
Contact us.



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

