



# SKCONNECT

## IN THIS ISSUE:

**CPA Saskatchewan Celebrates Our Province's Newest Graduates!**

**Results of the 2024-25 Member Survey Are In**

Find out what our members had to say.

**Being Asked to "Look Over" Financial Information/Statements?**

Things CPAs need to know about Licensure.

**CPA Canada's Economic Uncertainty Study Results**

See a comparison of regional vs. national responses.

**Emotional Intelligence for Accountants, Re-Boarding Done Right, and More!**





## THE INSTITUTE OF CHARTERED PROFESSIONAL ACCOUNTANTS OF SASKATCHEWAN

101-4581 Parliament Ave  
Regina, SK S4W 0G3  
Tel: 306-359-0272

Email: [info@cpask.ca](mailto:info@cpask.ca)  
Website: [cpask.ca](http://cpask.ca)

### PUBLISHER

CPA Saskatchewan

### EDITOR

Pam Hoffart

### LAYOUT, ART, AND EDITING

Chess Club  
433 – 20th Street West  
Saskatoon, SK S7M 0X3  
Tel: 306-955-4811  
Website: [chessclub.co](http://chessclub.co)

### CONTRIBUTORS

Nicholas Carteri  
Taryn Emiry, CPA  
Marilyn Flaman, CPA  
Pam Hoffart  
Leigha Hubick, CPA  
Vanessa Kohlenberg  
Paul Lepage, CPA, CA, CBV  
Shelley Thiel, FCPA  
Jennifer Zerr, CPA

## CPA SASKATCHEWAN MISSION

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

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

## CPA SASKATCHEWAN VISION

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

## CPA SASKATCHEWAN VALUES

- Ethical Behaviour
- Excellence
- Innovation
- Accountability
- Leadership

## 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 Lead for CPA Saskatchewan at [phoffart@cpask.ca](mailto:phoffart@cpask.ca).



## NOTES FROM YOUR LEADERSHIP

# A MESSAGE FROM THE BOARD CHAIR AND CEO OF CPA SASKATCHEWAN



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

As we begin CPA Saskatchewan's 2025-26 fiscal year, we look toward the future with excitement while also taking time to reflect on the past year. We closed out 2024-25 by celebrating Saskatchewan's 113 newest CPA graduates at TCU Place in Saskatoon on March 15th. Passing the CFE is a significant milestone resulting from hard work, sacrifice, dedication, and perseverance and we congratulate each of our 2025 graduates on this accomplishment! We were also pleased to recognize the exceptional performance of Jill Berenik, CPA, who was named to the National Honour Roll for her standing on the May 2024 CFE.

With annual member renewals completed in April, CPA Saskatchewan is preparing for the 3rd annual CPA Prairie Connection Conference, hosted in partnership with CPA Manitoba. The conference is available both virtually and in-person at the RBC Convention Centre in Winnipeg. With the registration deadline quickly approaching, we encourage our members to take advantage of this opportunity to learn and grow together as a profession.

Closely following conference is the CPA Saskatchewan AGM which will take place virtually on June 25, 2025 at 12:00 p.m. Two members are to be elected to the CPA Saskatchewan Board this year, with two terms expiring as of the 2025 AGM. If you are interested in contributing to the future of the CPA profession in Saskatchewan, please submit your nomination form for election to the Board by 4:30 p.m. on Wednesday, June 4, 2025.

Nationally, work on the New Certification Program continues with our fellow provincial and territorial CPA bodies and the CPA Western School of Business. Information on the New Certification Program is expected to be available this fall.

Whether you volunteer for the profession or your community, coach a team, join a Board, or wherever your professional journey may lead you, it is our hope that all CPAs will use your skills and expertise in various ways to enhance our communities and our profession.

We will leave you with a quote from author Roy T. Bennett from our recent convocation celebration, "Success is not how high you have climbed, but how you make a positive difference in the world."



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

## ECONOMIC DATA PORTAL FOR CANADIAN BUSINESS

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





## NOTICE OF ANNUAL GENERAL MEETING

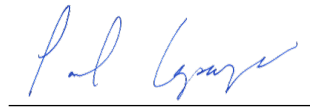
June 25, 2025

The Annual General Meeting of the members of the Institute of Chartered Professional Accountants of Saskatchewan will be held virtually on Wednesday, June 25, 2025, 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, 2025, together with the auditor's report thereon; the appointment of the auditor for the fiscal year ended March 31, 2026; and for the transaction of such other business as may properly come before the meeting.

Dated this 11th day of April 2025.

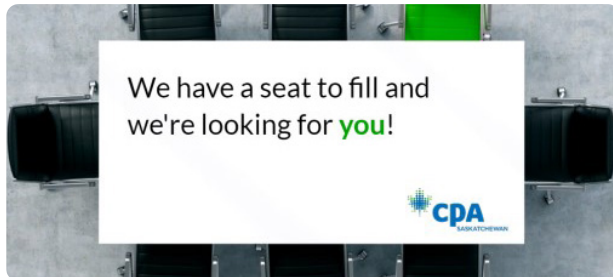


Shelley Thiel, FCPA  
Chief Executive Officer



Paul Lepage, CPA, CA  
Chair

There is no charge to attend the [AGM](#), however, registration is required. Please [register](#) by June 16, 2025.



### CALL FOR BOARD NOMINATIONS

Nominations for election to the CPA Saskatchewan Board for 2025-26 are now requested. Nominations must be received by the Chief Executive Officer of the Institute by 4:30 p.m., C.S.T. Wednesday, June 4, 2025.

Nominations must be in writing, signed by two members and agreed to by the nominee. Click here to download 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 105.8](#), two members are to be elected to the Board this year. The following terms will expire as of the 2025 Annual General Meeting:

Paul Lepage, CPA, CA      Josh Stranden, CPA

Paul Lepage is not eligible for re-election.

The [AGM](#) will be held virtually on Wednesday, June 25, 2025 at 12:00 p.m.

### NOTICE OF ANNUAL GENERAL MEETING OF MEMBERS

#### CPA SASKATCHEWAN SCHOLARSHIP FUND INC.

NOTICE IS HEREBY GIVEN that the 2025 Annual General Meeting of the members of the CPA Saskatchewan Scholarship Fund Inc. will be held virtually on the 10th day of June, 2025, at the hour of 12 noon. 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 May 20, 2025.



Don Walker, CPA  
Chair of the Fund Board  
April 5, 2025

### REGISTER FOR THE 2025 SCHOLARSHIP FUND AGM

All members attending the virtual Scholarship Fund AGM on June 10th are asked to register through the [member portal](#).



# 2025

CPA PRAIRIE  
CONNECTION  
CONFERENCE

JUNE 17 & 18

**REGISTRATION DEADLINE:**  
**MAY 30**

Registration Options\*:

**VIRTUAL**

OR

**RBC CONVENTION CENTRE  
WINNIPEG, MB**

[Click here](#) to learn more!



\*All registration options include on demand access to all sessions until July 28th.



# 2025 CPA PRAIRIE CONNECTION CONFERENCE

Time is running out! Don't miss your chance to attend the 2025 CPA Prairie Connection Conference! [Register](#) by **May 30th** to be part of this must-attend event!

Join CPA Saskatchewan and CPA Manitoba on **June 17th & 18th** virtually or in-person at the RBC Convention Centre in Winnipeg, MB for engaging keynotes and technical sessions from industry-leading speakers, networking opportunities, and the chance to win prizes using our gamification feature.

Attendees will have the opportunity to hear from 6 expert keynote speakers, including Stephen Poloz, former Governor of the Bank of Canada, in his keynote, "The Next Age of Uncertainty: How the World Can Adapt to a Riskier Future." CPAs are sure to gain valuable insights from Stephen's vast experience in financial markets and economic policy.

The 2025 CPA Prairie Connection Conference also includes the opportunity to attend up to 15 concurrent sessions to maximize your learning and earn valuable verifiable CPD hours. Check out a few concurrent session highlights below:

- **Jaime Mann** provides a dynamic, research-backed session packed with resilience-building strategies, self-leadership skills, and actionable tactics to help you confidently chase what you truly want and tame your inner bully!
- Join **Troy McLennan** for an action-packed session covering essential strategies to defend against phishing, ransomware, and insider threats, leverage AI for real-time protection, and build a cybersecurity-first culture.
- Unlock the power of Microsoft Copilot with **Brennen Schmidt** in an interactive session, where CPAs will explore hands-on how its seamless integration with Microsoft 365 can streamline workflows, boost efficiency, and future-proof their skills.
- Create a thriving, innovative workplace by embracing neurodiversity. **Jocelyne Lalonde** will show you how to foster inclusion through recruitment, retention, and promotion while unlocking the unique strengths of neurodivergent talent.

[Click here](#) to view the full schedule.

## THANK YOU TO OUR SPONSORS:

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### CONCURRENT SESSION SPONSORS



## 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](mailto:info@cpask.ca) so we can register your 11th attendee for free.



# NOTICE

## RE: “CHARTERED GLOBAL PRACTISING ACCOUNTANTS OF CANADA” AND “PROFESSIONAL BUSINESS ACCOUNTANTS’ SOCIETY OF CANADA” (FORMERLY REGISTERED PUBLIC/PROFESSIONAL ACCOUNTANTS’ ASSOCIATION OF CANADA (RPAC))

The “Chartered Global Practising Accountants of Canada” (CGPA Canada) and the “Professional Business Accountants’ Society of Canada” (PBA Canada) are incorporated under the *Canada Not-for-profit Corporations Act*.

**It is important to note that:**

- **CGPA Canada and PBA Canada are not affiliated with, related to, or endorsed by the Institute of Chartered Professional Accountants of Saskatchewan (“CPASK”); and**
- **Members of CGPA Canada and PBA Canada are not authorized to practice or hold themselves out as professional accountants in Saskatchewan unless such persons also hold current membership in good standing with CPASK.**

CGPA Canada makes numerous false and misleading statements on its website and in its blogs, including assertions that CGPA Canada:

- is a regulatory body and chartered professional accountancy body in Canada;
- offers courses, examinations, or licences that authorizes its members to offer audit, review, or compilation services in Saskatchewan; and
- has played a pivotal role in shaping Canadian accounting standards.

PBA Canada makes numerous false and misleading statements on its website, including assertions and implications that PBA Canada:

- is a recognized regulatory association/designation in Canada; and
- licensees are professional accountants.

**CGPA Canada and PBA Canada are not and have never been a chartered professional accountancy body or professional accountancy body in Saskatchewan or anywhere else in Canada.**

In particular, **no other associations have the statutory authority to regulate accountants in Saskatchewan.**

CPA Saskatchewan has exclusive authority to regulate professional accountants in Saskatchewan, in accordance with its statutory mandate to protect the public interest under *The Accounting Profession Act* (The Act).

The Act prohibits CGPA Canada members, PBA Canada members, and members of any other associations from providing any of the following services in Saskatchewan (unless such persons also hold current membership in good standing in CPA Saskatchewan, as well as appropriate licensure with CPA Saskatchewan):

- performing an audit engagement or issuing an auditor’s report in accordance with – or that purports to be performed or issued in accordance with – CPA Canada Handbook standards;
- performing any other assurance engagement or issuing an assurance report in accordance with – or that purports to be performed or issued in accordance with – CPA Canada Handbook standards; or
- issuing any form of certification, declaration, or opinion with respect to information related to a financial statement or any part of a financial statement, on the application of CPA Canada financial reporting standards, or on the application of specified auditing procedures in accordance with CPA Canada Handbook standards.

The Act does not prevent individuals who are not CPAs from describing themselves as “accountants”. However, it prohibits CGPA Canada members, PBA Canada members, and those holding any other non-CPA designation from using or displaying various professional designations that are reserved for the exclusive use of members of CPASK, including the designations “professional accountant” and “Chartered Professional Accountant”, or any designation that might imply they are a member (unless such persons also hold current membership in good standing in CPASK).



### How can you help?

Our legislation provides for the protection of the CPA designation, and we rely on members and firms to be vigilant with regard to its use.

It is important to note that the credentials/designations offered by CGPA Canada, PBA Canada, and other associations may imply membership with CPASK, which is prohibited by The Act. Please visit the CPASK website for further information on the [Use of Designation](#) in Saskatchewan.

If you come across a non-member using the CPA designation in Saskatchewan, or using an accounting designation that may imply they are a CPASK member, please email CPA Saskatchewan at [registrar@cpask.ca](mailto:registrar@cpask.ca) so the appropriate action can be taken.

To confirm an individual's CPASK membership, please use the [Find a CPA](#) feature available on the CPA Saskatchewan website.

## CPA CAREER CONNECT

*Connecting employers with qualified Chartered Professional Accountants across Saskatchewan.*

*Searching for a new career or an opportunity to join a Board? Visit CPA Saskatchewan's job board, CPA Career Connect.*



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***payworks.ca/CPA***

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# CONVOCATION

March 15, 2025 | TCU Place | Saskatoon

On March 15th, CPA Saskatchewan was pleased to celebrate Saskatchewan's successful May and September 2024 CFE writers alongside their families, friends, and colleagues at TCU Place in Saskatoon, SK.

We were honoured to recognize Saskatchewan's Honour Roll recipient, Jill Berenik, CPA, who also provided a Valedictory Address following the presentation of the graduates at the afternoon ceremony.

On stage to welcome our newest graduates to the profession were 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, CEO of CPA Saskatchewan, and our emcee for the afternoon, Taryn Emiry, CPA, Director, Member Services at CPA Saskatchewan.

The evening featured Paul Lepage presenting an address and toast to the graduates, Rylee Thody delivering a toast to

the employers, educators, and mentors, and Saugat Mishra delivering a toast to the families. Dinner and speeches were followed by a night of visiting, dancing, and line ups at the photo booth which provided guests 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 19th, Saskatchewan's newest CPA graduates were featured in a graduate announcement in the [Regina Leader Post](#) and [Saskatoon Star Phoenix](#), along with a variety of articles promoting the profession.

Our thanks go out to all attendees and our event sponsor, [CPA Insurance Plans West](#), for helping us make Convocation 2025 a fun and memorable day. Congratulations to our graduates on all you have accomplished so far in your journey to becoming CPAs!



Convocation: 2025 CPA Saskatchewan Graduates.





Paul Lepage, CPA, CA, CBV; Jill Berenik, CPA;  
Shelley Thiel, FCPA; Yuen Ip, CPA, CMA.



CPA Saskatchewan 2025 convocation ceremony  
opening procession.



Ceremony Emcee, Taryn Emiry, CPA, Director,  
Member Services.



Shelley Thiel, FCPA, CEO, CPA Saskatchewan.



Presentation of the 2025 Graduates.



Presentation of the 2025 Graduates.





Valedictorian Address: National Honour Roll recipient Jill Berenik, CPA.



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



Toast to the Employers, Educators, Mentors: Rylee Thody.



Toast to the Families: Saugat Mishra.



Convocation Banquet: TCU Place, Saskatoon.



Attendees had some fun at the photobooth which provided them with a printed memento to take home.



# CONGRATULATIONS

## 2025 Graduates



### NATIONAL HONOUR ROLL RECIPIENT



Jill Berenik



Md Maruf Adnan



Jeanlyn Anyayahan



Peace Ariajegbe  
Aigbogun



Karson Becker



Morgan Bert



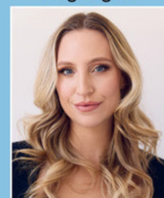
Katelyn Blair



Alexandria Blomquist



Erin Blomquist



Selena Brassard



Tristan Carlson



Jessica Carrier



Kerry Cox



Chelsea Craven



Krishna Dalal



Reece Dixon



Mitchell Doecker



Camryn Donald



Taylor Fisher



Teigan Furber



Danielle Gailing



Shane Gerwing



Kiran Gill



Fraser Grant



Colby Harmsworth



Vanessa Heal



Caitlyn Hegedus



Sarah Hyeman



Hasan Imam



Karina  
Ivanyshchuk



Marte Johansen



Kenneth  
Karwandy



Kaylam Kavia



Taylor Keller



Stacey Kelly



Shelina Khorashi



Funmi Kilanko



Rylan Kleiter



Hannah Koroll



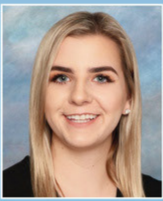
Thomas  
Lessmeister



Yiwen Li

*This listing only includes candidates who have provided consent to release their names. As a result, this is not a full listing of successful candidates on the May and September 2024 CFE.*





Darcy  
Magnowski Gray



Wynee Mak



Kate Martell



Devany Mastad



Sidney Meyer



Monifa Minott



Saugat Mishra



Eric Moser



Ronnie Nacional



Brooke Nault



Chelsea Niekamp



Vonja Nimchuk



Gloria Nwarulor



Katie Paller



Richard Palmer



Tanvi Pandya



Nick Paulhus



Katelyn Petersen



Connor Phaneuf



Branden Poelzer



Dominic Povhe



Brandon Powell



William Quon



Damon Ryan



Kenzie Sanderson



Vibhu Saxena



Sidney Schick



Jared Simicic



Tyson Simpson



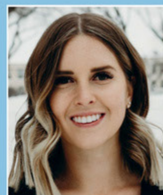
Ryan Smith



Johnathon Stewart



Amanda Stromberg



Rylee Thody



Tashaun Thompson



Dallan Tuchscherer



Henri Van Rooy



Abid Waheed



Kaydean Walters



Reid Wandler



Madison Weinbender



Dayna Wellman



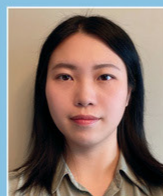
Caleb Wiebe



Erick Witt



Lexus Wong



Joyce Ye



Cody Young



Anni Zhang



Evelyn Zheng

**Missing:** Samiksha Adhikari, Sydnie Bepalko, Jordan Breker, Krista Clark, Brandynn Deibert, Darka Edwards, Lindsay Gallant, Mia Hanson, Rebecca Hanson, Austin Jamieson, Ali Jawaid, Kendra Josephson, Colin Liu, Jane Ma, Tyrell Mabee, Ashten Marshall, Reagan Martin, Dale Miller, Sherri Norton, Damien Perron, Ashley Rotariu, Nicole Justine Sanchez, Yuhan Zhang, Liwen Zhang.



# CPA CANADA

## CONGRATULATES PROVINCE'S NEWEST GRADUATES

*Your hard work and dedication have paid off!*

On behalf of CPA Canada, we are proud to celebrate your success in reaching this significant career milestone, and the many doors that your CPA designation will surely open. These three letters represent the technical expertise, integrity, and leadership qualities that will empower you to excel in any industry or role that you choose.

CPAs are CEOs, board members, management consultants, assurance providers, trusted advisors – the backbone of business. Our profession is in growing demand, both in Canada and globally—a trend that shows no sign of slowing. With our long history of managing risk and reporting trustworthy information in capital markets, we are poised to lead in shaping governance and reporting frameworks for a digital, sustainability-focused world.

There's no doubt that your journey as a CPA will be filled with change and challenges, but these bring limitless opportunities to lead, especially when we face them together. CPA Canada is here to support you, ensuring that Canadian perspectives have a voice on both national and global stages, giving your career a truly international reach.

We look forward to staying connected and supporting you at every stage of your journey.

When we are open to change and invested in continuous growth, we often discover unexpected and exciting opportunities.

Here's to a career full of possibilities. Congratulations, and welcome to the profession!



**Pamela Steer,**  
FCPA, FCA, CFA  
*President & CEO, CPA Canada*



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

### 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](http://cpacanada.ca) to learn more about the savings and offers available to CPAs.







# TAKE YOUR CPD HOURS WITH CPA SASKATCHEWAN

We have many great providers offering a wide range of courses to best suit your needs.

The Live Virtual course schedule will return in the fall. Throughout the next couple of months, free webinars will be advertised through our monthly ENews.

On demand courses and audio courses can be found on the [CPA SK Course Provider](#) page and can be taken when it best suits your schedule. Your progress to date is tracked so you can return to your course at any time. We are continuing to change our on demand inventory and providers throughout the year to bring you more choices and pricing options. You can also search for any of our courses on the [CPA SK PD and Events](#) page by competency, topic, and format. Use the keyword search to find a course within your specific area of interest.

## Current Providers

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

## PD CONNECT

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

### PD Connect provides:

- Easy access to materials

- Progress tracking within courses
- Ability to download records of completion
- 180 days to access your course and materials from date of purchase
- And much more!

Register for a course to [try it today!](#)

## PASSPORTS

### Passports for 2025-26 are now available!

All CPA SK courses may be purchased using your Passport credits at even greater savings from the cash price. CPA SK offers two types of passports: Personal and Corporate.

**Personal Passport:** Designed for the most significant savings, the Personal Passport is non-transferable (only the Passport holder may use Personal Passport credits to register). Each Personal Passport provides access to 40 credits of learning at no additional charge.

**Corporate Passport:** Designed for group savings, the Corporate Passport may be used by anyone in your organization. Each Corporate Passport provides access to 80 credits of learning at no additional charge.

Remember that Passports are non-refundable and unused portions of the PD Passports are NOT refunded, credited, or carried forward beyond March 31 of the Passport year (March 31, 2026). If you are unsure of how many credits you have left, log in to your account and look under the Events/Passports tab, then click 'passport eligibility' to view your remaining balance for the 2025-26 year.

When purchasing courses, please review how many credits you have left to ensure you don't go over your credit limit. Passport holders that exceed the total number of credits available will be charged the regular cash price for those credits.



# NEW COURSE

## **The Role of a CPA in a Non-Profit Organization**

CPAs have a broad knowledge base, a strong ethical foundation, and often contribute to their community through non-profit organizations.

Developed by CPA Saskatchewan, this on demand course will help you understand your responsibilities related to involvement in a non-profit organization while using the Code of Conduct as guidance.

**REGISTER NOW**



# MEMBER ALERT

## Being asked to “look over” or “check the accuracy of” financial information and/or financial statements as a CPA?

It is concerning that a CPA would accept an engagement of this nature as it is unclear what kind of communication will be attached with the work done and the degree of reliance on that work done.

For assurance and compilation engagements, work must be performed in accordance with the applicable professional standards in the CPA Canada Handbook. For services such as advisory or consulting engagements, a CPA is still required to adhere to the Rules of Professional Conduct and exercise due care and professional judgment. In all cases, clarity around the scope of the engagement is necessary to ensure you are appropriately registered and licensed with CPA Saskatchewan.

The baseline of the communication for any reports, certifications, or disclaimers is a compilation engagement at minimum. Issuing compilation engagement reports or any assurance reporting of any kind is a reserved area of practice that requires an assessment and validation of competence leading to licensure. In requests for these types of services,

there is reliance placed or implied by that third party user and the public on the CPA to have the requisite knowledge, skills, and abilities to identify when something is misstated or undisclosed, to be looking out for fraud or falsified transactions, or to find errors. This can only be confirmed through the process to become licensed and to maintain a licence, which is separate from member registration.

Providing services while unlicensed or failing to follow applicable standards can result in noncompliance with regulatory obligations, fines of up to \$3,000, disciplinary action, and reputational harm. Reference the [CPA Canada Handbook Roadmap Tool: Assurance](#) to assess the level of practitioner involvement required and [our website](#) to assess whether firm registration and licensure is required to provide the services requested. We advise CPAs who do not hold appropriate licensure to refrain from carrying out any services for other parties outside of your employment where some form of assurance is made or implied with that service, even when there is no compensation involved.

For questions or clarification regarding licensing requirements, please contact [licensing@cpask.ca](mailto:licensing@cpask.ca).



# 2024-25 CPA SASKATCHEWAN MEMBER SURVEY

## KEY HIGHLIGHTS

CPA Saskatchewan recently conducted our bi-annual member survey to gather valuable insights regarding the organization, the profession, and our programs, services, and resources. The feedback gathered will assist in shaping CPA Saskatchewan’s response to the evolving needs of our members.



**21%** response rate (902 active members in good standing).

## MEMBER SATISFACTION

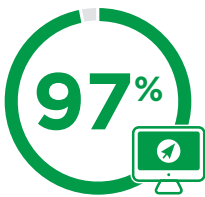


**97%** of respondents rated CPA Saskatchewan’s effectiveness in its mandate as a professional regulator as moderate to high, with a 4 point percentage increase in highly effective ratings from 2022-23.



**Two-Thirds** of members have made an inquiry with CPA SK in the past year. **80%** rated the overall responsiveness of CPA SK as either good or excellent, with **12%** providing a neutral rating.

## RESOURCES AND COMMUNICATIONS



**96%** of respondents have accessed information from CPA Saskatchewan in the past year, with **66%** indicating the CPA SK website is their “first source” of information. **97%** report they are satisfied with the relevance of content available on the website.



Respondents reported overall satisfaction with the CPA SK Member Portal, providing overall favourable ratings for the ability to use the Member Portal (**95%**) and ability to find the information they need (**94%**).



**8 in 10** respondents reported that they consult the CPA SK Rules to aid in their decisions.



**92%** of members reported using the tools and publications provided by CPA Saskatchewan to stay updated regarding the application of the Rules.

The CPA SK Connect Newsletter and the Guide to CPD Reporting received the highest reported usage rates (**66%** and **59%** respectively), followed by the CPA SK monthly ENews at **43%**.

Overall satisfaction with CPD support and guidance tools provided by CPA SK was rated very high among users with nearly all respondents providing a favourable rating.





**62%** were aware of the Find a CPA Member and Find a CPA Firm features on the CPA SK website.

**20%** reported they use the Find a CPA Member or Find a CPA Firm feature at least once annually, with **15%** reporting that they use the feature less than once/year.



**62%** of members were aware of the CPA Assist program that is available to CPAs, CPA candidates, and their immediate families.

**87%** of those who were aware of the program rated it as valuable.

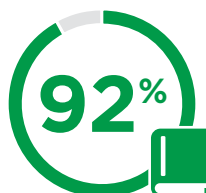


**One-third** of CPAs reported they have used the CPA Saskatchewan job board to search for professional or volunteer opportunities.

## CPA SK EVENTS AND PROFESSIONAL DEVELOPMENT



Just over half (**55%**) of respondents reported attending CPA SK events in the past 12 months.



**92%** of respondents reported using CPA SK provided professional development (PD) offerings.

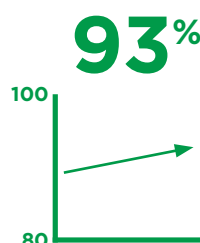


**Nearly one-quarter** of respondents reported that they use CPA SK PD to fulfill all/most of their CPD requirements.



**40%** of respondents ranked the on-demand PD course delivery format as their top choice, followed by virtual (**30%**), and in-person (**19%**). **11%** of respondents reported no preference for course delivery format.

## VALUE OF THE CPA DESIGNATION



**93%** of members rated their CPA designation as bringing moderate-high value to current or future roles. This is an increase of 4 percentage points from the 2022-23 survey.

This value is perceived in a variety of ways, but most strongly as bringing knowledge, skills and credibility to an organization (**77%**).



The vast majority of CPAs (**90%**) were likely to promote the designation, with very few detractors, reinforcing its perceived high value.

# STAFF/BOARD NEWS

## A WORD WITH OUTGOING BOARD CHAIR, PAUL LEPAGE, CPA, CA, CBV

Paul Lepage's term as Chair of the CPA Saskatchewan Board Chair will expire as of the June 25, 2025 Annual General Meeting. Before we say farewell, we asked Paul to share some of his highlights and insights from his time on the Board.

### 1. WHAT DID YOU MOST ENJOY ABOUT YOUR TIME AS CHAIR OF THE CPA SASKATCHEWAN BOARD?

It has been an honour to serve as Chair, and the most enjoyable aspect for me was meeting and speaking to so many people connected to our profession.

I met with students excited to take their very first steps towards the CPA designation after being granted admission to the accounting major, our newest members celebrating at the CPA Convocation, some of our most tenured members receiving recognition pins at 10th anniversary events throughout the province, and members with truly remarkable achievements at the Member Recognition galas. I was also grateful for our members that took time to reach out to me with questions or feedback.

In addition to our membership, I sincerely enjoyed the opportunity to work with our talented Board and CEO, the amazing team at CPA Saskatchewan, Board Chairs and CEOs for CPA bodies across Canada and Bermuda, and representatives from various institutions, businesses, etc., throughout Saskatchewan and Canada with stakes in our profession.

### 2. WHAT WERE SOME OF THE KEY ACCOMPLISHMENTS OF THE BOARD DURING YOUR TIME AS CHAIR THAT YOU ARE MOST PROUD OF?

My Chair term began with significant changes in the national environment following Ontario and Quebec withdrawing from the national collaboration accord. I am proud of CPA Saskatchewan's leadership in working with CPA bodies across Canada throughout this time, focusing on key matters including national collaboration or the new education program which will be released in coming years.

We have been focused on attractiveness of our profession and recruiting new members. While there is still lots of work to be done, CPA Saskatchewan is also taking important action towards Truth and Reconciliation with emphasis on attracting more Indigenous members to our profession.

### 3. WHY WERE YOU INTERESTED IN SERVING ON THE CPA SK BOARD AS CHAIR (OR ON THE BOARD IN GENERAL)?

When I first submitted my nomination for election to the Board, my motivation was simply to get involved. I am proud to be a member of this profession and saw the Board as an opportunity to make a difference. Throughout my career, I have been taught the benefits of getting involved in something you care about. This has certainly proven true for me these past several years.

### 4. AS YOU COMPLETE YOUR TERM AS CHAIR, WHAT ARE YOU LOOKING FORWARD TO? WHAT'S NEXT FOR YOU?

I will miss being a member of the Board, but I'm excited and confident in the direction our new leaders will take with CPA Saskatchewan. I'm not certain what is next for me, but I look forward to finding new ways to volunteer my skills and experiences to our local business communities and profession. I will also be focused on continued growth of my private enterprise practice as a Partner with KPMG in Saskatoon.

### 5. DO YOU HAVE ANY ADVICE TO OFFER CPA SASKATCHEWAN MEMBERS AND/OR FUTURE BOARD MEMBERS?

It's not new advice, but I like it, and the advice is to intentionally spend time learning about topics and perspectives that don't align with your own interests or viewpoints (whether that be news sources, political platforms, books, podcasts, etc.). Content in today's world is curated to our preferences and is becoming increasingly polarized. As leaders, I think it is important for CPAs to be well-rounded in perspectives.

*Thank you, Paul, for the valuable leadership you have provided to CPA Saskatchewan throughout your tenure on the Board!*



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

## WELCOME SOTIRIA!

CPA Saskatchewan is pleased to welcome Sotiria Kotronakis, Executive Assistant, to the CPA Saskatchewan team! Sotiria began her role on March 24th and will provide valuable support to the CEO and CPA Saskatchewan Board.



**Sotiria Kotronakis**  
Executive Assistant,  
CPA Saskatchewan





By **Elizabeth Nguyen**, CPA, MBA

In today's fast-paced world, the concept of "setting boundaries" has become a buzzword—emphasized across workplaces, relationships, and personal lives as a vital component for maintaining mental, physical, and emotional health. A simple Google search on the topic yields thousands of results. While I am not a psychologist or a relationship expert, my own experiences as an executive leader, a doctoral student, a wife, a mother to two young kids, and a daughter to aging parents have taught me just how critical it is to set clear boundaries. It's not just about protecting your time—it's about protecting yourself.

As an executive, I quickly realized that being fully immersed in my job during the day left me drained and less present for my family when I got home. I had to establish a guiding principle: The best version of myself should be the one I bring home. This mindset has transformed my approach to work and personal life, and it has made a profound difference in my mental health, physical well-being, and overall productivity.

## **PRIORITIZE YOUR LUNCH BREAKS**

One of the most important boundaries I've set revolves around my lunch break. It might seem tempting to skip lunch in an effort to finish more work, but doing so consistently leads to burnout. Taking a lunch break is not just a luxury—it's a necessity, and you're entitled to the break! I use my lunch break to go to the gym. I have a colleague who will listen to an audiobook while walking. Another colleague of mine uses her lunch break to run errands so that she won't have to rush to do it after work. The point is to disconnect from work, recharge, and give your mind a break. When you step away from your desk, you return more focused and ready to give your best work. When you protect this time, you're also setting a boundary that you need space to recharge in order to be the best you can be for your team and clients. No one is going to thank you for working through your lunch break. But your body and mind will thank you for moving it, feeding it, and recharging it.

## **SET BOUNDARIES FOR EMAIL AVAILABILITY**

Another key boundary I've established is around email availability. As a CPA, I'm no stranger to high-pressure environments where constant email notifications demand immediate attention. However, answering emails at all

hours of the day can lead to unnecessary stress and fatigue. I've learned that I need to protect my personal time and downtime, so I avoid checking emails in the evenings, on weekends, and even during lunch. This gives me the space I need to mentally recharge without the constant interruption of work.

I understand that different people may prefer different systems when it comes to email, but for me, the key is setting a clear boundary. While some colleagues prefer to check emails at set times during the work day, I've found that shutting off the email flood during personal time has been the best solution for maintaining balance.

## **FOSTER A RESPECTFUL WORK ENVIRONMENT**

Lastly, one of the most important boundaries I set is around respect. Stress can sometimes lead to heightened tensions, but I firmly believe that respect is non-negotiable. I make it a point to establish and communicate that mutual respect is expected in all interactions. When tensions rise, I've learned to address the situation calmly with phrases like, "This conversation will be more productive if we can have it respectfully," or "We can continue this discussion once we can do so in a respectful manner." By setting these expectations, I ensure that my work environment remains productive and positive.

## **CONCLUSION**

Setting boundaries is about more than just time management; it's about safeguarding your mental and physical health. Whether it's taking your lunch break, managing email availability, or cultivating respect in your work environment, boundaries ensure that you remain balanced, productive, and present in all aspects of your life. The best version of yourself—whether at work, at home, or anywhere in between—begins with a clear understanding of your limits and the ability to protect them.

**Do you have a wellness story you want to share with your fellow CPAs? Email us at [contact@cpa-assist.ca](mailto:contact@cpa-assist.ca).**

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



# EMOTIONAL INTELLIGENCE FOR ACCOUNTANTS

## NAVIGATING TAX SEASON STRESS LIKE A PRO



By Carolyn Stern

If you're an accountant, you know that tax season is the professional equivalent of a one-hour layover. It's high-pressure, fast-moving, and completely out of your control. Just like a short connection between flights, tight deadlines and constant changes—like new tax laws or shifting global tariffs—can leave you feeling panicked. And don't even get me started on the people who jump up the second the plane touches down, making it harder to get off your flight and onto the connecting one. That level of stress? We know it all too well.

Now, imagine that tax season rush. Clients coming in at the last minute with a shoebox full of receipts. A senior partner requesting a full financial analysis—due yesterday. A system crash just as you're finalizing an important filing. Sound familiar?

So, how do you keep your cool when you're juggling intense workloads, staying updated on ever-changing tax regulations, and trying to avoid burnout? **Emotional Intelligence (EI) can be your secret weapon.** Let's break it down.

### 1. SELF-AWARENESS: RECOGNIZING STRESS EARLY

**Travel:** You know that moment when you start bouncing your leg, scanning the aisle, and thinking unprintable thoughts about the guy blocking your exit? That's stress creeping in.

**Accounting:** The same thing happens when you find yourself staring blankly at your computer, making simple math errors, or snapping at a colleague over a minor issue.

**Red Flag Scenario:** You're reviewing a client's financials, but after 20 minutes, you realize you've been re-reading the same section. Your mind is foggy, and frustration is building.

**Solution:** Pause. Take a deep breath and name your emotion—"I'm feeling overwhelmed by this deadline." Studies show that naming emotions reduces their intensity and helps you regain control.

Emotional intelligence helps you shift from being consumed by stress to recognizing and managing it, so you can stay productive and focused.



## 2. SELF-REGULATION: MANAGING REACTIONS TO STRESS

**Travel:** When a flight delay hits, try the 5-4-3-2-1 grounding method (identify five things you see, four things you touch, three things you can hear, two things you can smell, and one thing you can taste) to stay present instead of spiraling.

**Accounting:** When tax season stress builds, have a go-to “pressure relief” plan instead of pushing through frustration.

**Red Flag Scenario:** A client sends last-minute revisions on their return—on April 29th. You feel the urge to fire off an ALL CAPS email.

**Solution:** Before reacting, press pause. Walk away for a moment, take a deep breath, and ask yourself:

- What’s in my control?
- How can I respond in a way that keeps the relationship intact?

Instead of: “You sent this too late. I can’t guarantee anything now.”

Try: “I’ll do my best to accommodate the changes, but given the timing, I can’t promise submission before the deadline.”

The difference? Emotional intelligence helps you stay professional while setting boundaries.

## 3. SOCIAL AWARENESS: MANAGING EXPECTATIONS & COMMUNICATING CLEARLY

**Travel:** If you might miss your connection, politely ask the airline for rebooking options instead of panicking at the gate.

**Accounting:** If a deadline is tight, don’t suffer in silence—proactively communicate with your team or clients to adjust expectations.

**Red Flag Scenario:** A client who’s ignored your emails for months suddenly demands an immediate response.

**Solution:** Use clear, solution-oriented language:

**Instead of:** “I’ve been chasing you for months—now you want it done today?”

Try: “Thanks for reaching out. Given the backlog, I can review your file by Friday or prioritize it for a rush fee.”

Emotional intelligence helps you move from frustration to solutions.

## 4. STRESS TOLERANCE: USING PHYSICAL & MENTAL RESETS

Stress triggers fight-or-flight mode. Whether sprinting to a gate or working through complex tax filings, your body needs a reset.

**Red Flag Scenario:** You’ve been working on a tricky audit for hours. Your head is pounding, and the numbers are blurring.

**Solution:** Have a go-to stress-buster:

- Box breathing (inhale 4s, hold 4s, exhale 4s, hold 4s)
- A quick walk (movement helps reset your nervous system)
- A calming playlist (music reduces cortisol levels)
- Visualizing success (Imagine finalizing the return with everything balanced.)

By building resilience through emotional intelligence, you’re better equipped to handle tax season’s chaos without letting stress dictate your performance.

## THE FINAL BOARDING CALL

Deadlines, difficult clients, and ever-changing regulations will always be stressful. But how you manage your emotions determines whether you arrive at your destination (or April 30th) in one piece.

EI isn’t just a feel-good concept—it’s a competitive advantage. It helps you maintain focus under pressure, communicate effectively, and handle challenges with confidence. When you strengthen your EI, you’re not just surviving tax season—you’re thriving in your career, building stronger client relationships, and setting yourself apart as a trusted, level-headed professional.

So, give yourself some grace. After all, none of us are perfect—I like to think I’m a masterpiece and a work in progress at the same time; just like everyone else.

And if all else fails? Just breathe—no one’s ever been audited for taking a deep breath. 😊

## WANT TO LEARN MORE?

If you’re ready to strengthen your emotional intelligence and take your leadership skills to the next level, check out Carolyn Stern’s on-demand Emotional Intelligence courses on CPA Saskatchewan’s [Course Provider Page](#) (EI Experience). From managing stress and navigating difficult conversations to leading with confidence, these courses provide practical tools to help you succeed—no matter what challenges come your way.

*Carolyn Stern is the President and CEO of EI Experience – an executive leadership development and emotional intelligence training firm. She is a Certified Emotional Intelligence and Leadership Development Expert, Certified Speaking Professional®, corporate trainer, award-winning author, and university professor.*

carolyn  
stern

EI  
XPERIENCE  
EMBRACE EMOTIONS. ELEVATE LEADERSHIP.



# RE-BOARDING DONE RIGHT

## THE OFTEN OVERLOOKED SECRET TO RETENTION AND RESILIENCE



By **Steven Langer**

### A WELCOMING RETURN

Imagine you've been away from work for an extended period—whether it's parental leave, medical leave, or even a sabbatical. After months of time away from the office, life has changed. New faces have joined the team, projects have shifted, and the company's direction may have evolved. When you finally step back into the office, or log in from home, it feels like a completely different world. You're excited to reconnect, but also a bit overwhelmed by all that you've missed.

This transition isn't always smooth, and for many employees, it can feel like jumping into the deep end without a life raft. This is where the concept of **re-boarding** comes in—an approach that's quickly gaining traction as companies recognize the importance of supporting employees during their transition back to work after a significant absence. When done well, re-boarding provides employees with the tools, resources, and support they need to ease the transition, promote emotional well-being, and set them up for long-term success.

### THE CHALLENGES OF RETURNING AFTER A BREAK

Unlike onboarding, which focuses on introducing a new employee to the company's culture, policies, and role, re-boarding is more targeted. The goal is to update employees on what has changed and re-establish their place in the team. This tailored approach can address any feelings of isolation, anxiety, or self-doubt that might arise after a long break.

When an employee returns from a break, the challenges go beyond just catching up on emails. The period of absence often leads to a profound emotional and professional shift, especially when the employee has been away for something such as parental leave, where their entire life priority has changed.

### THE PERSONAL SIDE

For many, the transition back to work after parental leave is not just a logistical challenge—it's emotional. Parents often

return to work feeling a sense of guilt about leaving their child in daycare or with loved ones, especially after having spent months bonding and adjusting to the rhythms of family life. The emotional strain of juggling responsibilities at work and at home can be overwhelming. There are also practical challenges: daycare schedules, illnesses, the stress of missing milestones, and the challenge of finding childcare coverage when the unexpected happens.

It's important to recognize that these shifts are deeply personal, and no amount of "catching up" on work can make up for the emotional toll that returning to work after such a life change can bring.

### THE PROFESSIONAL SIDE

On the other hand, the professional landscape has likely changed while the employee has been away. New colleagues may have joined the team, projects that were once familiar might have evolved, or the company's strategic direction may have shifted. Employees might feel like they're playing catch-up or that their seniority is now not what it used to be, all while trying to reconnect with old colleagues and learn about new initiatives.

This sense of disconnection can make returning to work feel disorienting. Without a clear path to reintegration, returning employees can feel overwhelmed, underprepared, and unsure of how to navigate the changes they've missed. And for many, the longer the absence, the steeper the curve to re-engage effectively.

### THE OUTCOME

The mental load of balancing the personal and professional shifts can quickly lead to stress, burnout, and disengagement. It's no longer simply about getting back into the swing of things—it's about managing an array of complex emotions, shifting priorities, and adjusting to a new reality both at home and at work.

For organizations, overlooking these emotional and practical challenges can lead to an employee feeling unsupported, isolated, or disconnected, ultimately affecting their job satisfaction and performance.



## WHY RE-BOARDING WORKS

Research shows that employees who return to work after an extended break and receive re-boarding support are more likely to feel engaged, productive, and satisfied in their roles. A study conducted by the Society for Human Resource Management (SHRM) found that organizations with re-boarding programs saw higher employee retention rates and better job satisfaction. This is because re-boarding gives employees the time they need to adjust to their new realities, while also empowering them with the knowledge and tools they need to succeed.

## CREATING A RE-BOARDING PLAN

Every employee's return is unique, so a one-size-fits-all approach to re-boarding likely won't be effective. For example, an employee returning after a parental leave may need a different re-boarding experience than one returning from a sabbatical or a job transition within the company. Here's how you can tailor the process to address the varied needs of your returning staff:

### 1. UNDERSTAND THE 'WHY' AND THE 'WHO'

Begin by identifying why the employee is returning and what support they may need. Is it a new role? A return after parental leave? An employee returning from a sabbatical? The re-boarding process should be customized based on these factors. A new parent may need more flexibility and support with re-adjusting to a structured schedule, whereas an employee returning from a sabbatical may need a comprehensive update on company changes and new projects.

### 2. THE WHAT: DEFINE THE GOALS

What do you want the employee to feel, learn, and accomplish during the re-boarding process? Some of the common goals include:

- **Reconnecting with colleagues:** Introducing the employee to new team members or updating them on any role changes in the team.
- **Understanding changes:** Providing them with updates on any business shifts, such as changes in policies, tools, or workflows. This may include briefings on what's changed in the office dynamic or any new tools the company is using.
- **Managing personal transitions:** A new parent will be adjusting to life after baby, juggling childcare schedules and work demands. Offering support in the form of flexible work arrangements or additional paid time off for the first few months back can help ease this transition.

### 3. THE HOW: A STEP-BY-STEP RE-BOARDING PLAN

Once you've identified the who and the what, it's time to create a structured plan for re-boarding. The specifics of your plan will depend on your company's culture and resources, but key elements should include:

- **Personalized check-ins:** Take time to meet with returning employees one-on-one to address any concerns or

questions. This helps show empathy and ensures that they don't feel overlooked.

- **Informal "catch-up" meetings:** Set up informal meetings with key team members and management to discuss updates, challenges, and upcoming projects. These discussions will help the employee feel more connected and informed.
- **Provide training for new tools and processes:** If there have been significant changes to the company's systems or workflows, make sure the employee is trained on the new processes. For example, if your team has started using a new project management tool, allocate time for a walkthrough.

## CREATING A CULTURE OF SUPPORT

The process of re-boarding emphasizes the return to work as more than just a checklist. In order to commit to supporting your employees as they return to work and reconnect with their teams, you must create a structured and supportive re-boarding process that is tailored to each individual. Helping your employees navigate through the personal and professional changes that will inevitably come with returning after a break, your team will be more engaged and productive, resulting in a company culture that emphasizes and values well-being and a healthier work-life balance.

As you look to implement a re-boarding process, remember: it's about more than just getting employees back to work—it's about offering support as they do so. The next time an employee returns from significant time away, make sure you have a plan in place to help them succeed.

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*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. Join us at the 2025 CPA Prairie Connection Conference for more insights from Steven's keynote, Echoes of Wisdom: Insights from the Past for a Thriving Future.*





# CPA INSURANCE PLANS WEST CELEBRATES ITS 50TH ANNIVERSARY

## CHEERS TO 50 YEARS.

CPA Insurance Plans West (CPAIPW) is celebrating its golden anniversary in 2025. Since 1975, the not-for-profit has protected the health and wealth of CPAs across Western Canada through exclusive insurance offerings and Group Employee Benefit programs.

To mark its 50th Anniversary, CPAIPW is planning several exciting initiatives throughout the year to recognize the person behind the CPA designation.

“CPAs face their fair share of financially demanding years,” explains CEO David Filewich, CPA, CA. “For some, it’s during their PEP candidacy or after graduation. For others, it’s when marriage, mortgage or munchkins impact the bottom line. We want to recognize the many roles CPAs play at home and at work.”

CPAIPW started as a response to a common challenge. In the early 1970s, several partners at British Columbia-based Chartered Accounting firms wanted affordable insurance and benefits for their small accounting firms. More individuals contributing to an insurance plan meant lower rates and better coverage options. So together, the firms joined forces to share in a collective group life and health insurance program.

The organization evolved to offer individual insurance products like term life, long-term disability, and home and auto insurance. CPAIPW now serves over 12,000 CPAs, CPA candidates, their spouses, and firms. It is governed by a Board of Directors nominated by the four western provincial associations (CPA British Columbia, CPA Alberta, CPA Saskatchewan, and CPA Manitoba).

Today, CPAs remain the sole focus of CPAIPW’s services and values. One exciting initiative launched this year is the [CPA Candidate Program](#), which offers PEP Candidates \$50,000 in free Term Life Insurance during their studies. In addition, CPAIPW will be funding scholarships in each western province to support PEP Candidates and their families.

CPAIPW will announce 50th Anniversary contests and promotions throughout the year. Stay tuned to the website and social media channels for all the details as they are revealed.

Visit [cpaipw.ca/50years](https://cpaipw.ca/50years) or follow CPAIPW on [Instagram](#), [Facebook](#) and [LinkedIn](#).





# Celebrating 50 Years at CPA Insurance Plans West

It's a golden year for CPA Insurance Plans West.

Since 1975, we've protected the health and wealth of CPAs across Western Canada through exclusive insurance offerings and Group Employee Benefit programs.

To mark our 50th Anniversary, we're celebrating you – the person behind the designation – with a **\$5,000 cash giveaway!**

Visit **[cpaipw.ca](http://cpaipw.ca)** or scan the QR code below for full contest details.





# YOU'RE NOT THE VOICE IN YOUR HEAD AND YOU'RE DEFINITELY NOT ALONE



By Jaime Mann

Have you ever heard a voice in your head say something like:

"You're not ready."  
"Who do you think you are??"  
"You should have this figured out by now."

That voice? That's your **inner bully**—and if it sounds familiar, you're in very good company.

The inner bully is that internal monologue that questions your worth, doubts your abilities, and whispers worst-case scenarios in your ear right when you're about to take a risk, speak up, or try something new.

It often sounds like it's trying to protect you. But what it's really doing is keeping you small.

## WHY WE ALL HAVE ONE

Psychologically speaking, the inner bully is a fear-based voice. It formed to keep us safe—from rejection, failure, or embarrassment. In a strange way, it *thinks* it's helping.

But its methods are outdated.

It shames us into inaction. It compares us to others. It keeps us stuck in perfectionism, people-pleasing, and overthinking. And most of all? It lies.

Because it's not the truth—it's just a well-rehearsed mental habit.

## HERE'S THE GOOD NEWS

You can learn to **recognize it, challenge it, and lead from a wiser voice.**

A voice that knows you're already enough.  
A voice that encourages instead of criticizes.  
A voice that sounds less like a bully and more like a trusted coach or a wise friend.

I call that voice your **Inner Ally**—and believe it or not, it's in there. It's just been drowned out by years of internal noise.

*Imagine If...*

- You noticed your inner bully without believing everything it says
- You had language to reframe those self-sabotaging thoughts in real time

- You knew how to access your inner confidence — even when doubt showed up
- You responded to yourself with the same compassion you'd offer a friend

That's what we'll be exploring in my upcoming session at the 2025 CPA Prairie Connection Conference:

### **Taming the Inner Bully: From Self-Doubt to Self-Leadership**

It's a 90-minute experience designed to help you:

- Understand why your inner bully shows up (especially in leadership, growth, or visibility moments)
- Identify your own patterns and how they hold you back
- Practice tools to shift into your Inner Ally voice — the one rooted in courage and self-trust

You'll leave with more than just insight. You'll leave with **language, awareness, and tools** to start leading yourself from a different place.

Because you were never meant to be led by fear.  
You were meant to be led by **you**.

**Come join us.**

**All voices are welcome—even the ones in your head.  
But only one gets to lead.**

*This content has been supplied by Jaime Mann, an Associate Certified Coach (ACC) and member of the International Coaching Federation (ICF) and the Canadian Positive Psychology Association (CPPA), at The Amaryllis Project. Jaime uses a research-backed approach to coaching that fuses data-driven methodologies with positive psychology, behavioural science, leadership development, and self-belief work.*

*Join us at the [2025 CPA Prairie Connection Conference](#) for more insights from Jaime's session, *Manage Your Inner Bully and Ditch the Doubt*.*





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# CANADIANS ARE RETHINKING THEIR FINANCIAL PLANS

## ‘WEAPONIZED UNCERTAINTY’ SPARKS SHIFTS IN ECONOMIC PRIORITIES FROM COAST TO COAST

By James Kennedy

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

A staggering 83 per cent of Canadians have altered their financial plans in response to growing economic uncertainty at home and abroad, according to CPA Canada’s new Economic Uncertainty Study.

Produced in partnership with BDO Debt Solutions, the study launched in February to measure rising anxiety about Canada’s economy. From turbulent cross-border relations, and trade tensions with the U.S., to an ever-weakening Canadian dollar, the results confirm that ongoing volatility is contributing to financial fear among Canadians, which is driving most to react in ways CPA Canada’s experts warn may not always be financially sound.

“Pervasive instability is reshaping financial decisions across Canada,” says CPA Canada’s chief economist David-Alexandre Brassard, who describes the problem as “weaponized uncertainty” sowing panic among Canadians across all income and age brackets. With three out of four respondents reporting that the current economy is directly influencing their financial outlook, Canadians are certainly feeling the need to protect their finances now more than ever.

Cost-cutting is at the forefront, with 66 per cent of Canadians reducing their expenses in response to economic uncertainty. Since only 24 per cent are prioritizing debt repayment—one of the most critical factors in long-term financial stability—experts warn that cost-cutting alone isn’t enough.

“Cutting back on spending is a positive step, but without a focus on debt repayment, financial stress will continue to build,” says Nancy Snedden, CPA and President of BDO Debt Solutions. “We know many Canadians are struggling with credit card debt, and without a plan to pay it off, they risk larger financial problems down the road.”

Problems like inflation and the rising cost of living remain top concerns for 40 per cent of Canadians, with particular emphasis on food and energy prices. However, younger Canadians aged 18-34 are mostly worried about housing affordability, which at 36 per cent overtakes all other concerns for this group. Whether dealing with high rent or home prices, many respondents feel the strain of the housing market’s supply and demand crisis.

### CONFIDENCE SHAKEN BY DOMESTIC AND GLOBAL FACTORS

Unstable domestic affairs, such as the Prime Minister’s recent resignation, [prorogation of Parliament](#) and [urgent policy delays](#), have all contributed to growing confusion and concern among Canadians. Meanwhile, global trade tensions continue to weigh on consumer sentiment. U.S. tariffs are raising significant concerns about their effect on Canadian businesses and, by extension, the labour market and economy.

“Although Canada’s job market entered these tensions on solid footing, the potential fallout from renewed trade conflicts remains a serious risk to future employment gains,” says Brassard.

Wage growth has slowed to 3.5 per cent year-over-year, signaling that inflationary pressures from wages are easing. While this offers some relief, Brassard notes that the broader impact of tariffs remains a significant threat to both industry stability and employment opportunities in trade-dependent sectors.

“As we watch for the effects of President Trump’s aggressive trade policy, Canadian manufacturers and the workers they employ could bear the brunt of a trade dispute that shows no signs of abating,” says Brassard.

### FINANCIAL CAUTION: NOT JUST INFLATION, BUT INSECURITY

While inflation remains a driving factor behind financial caution, many Canadians are focused on safeguarding their financial futures amid this increasing uncertainty.

“Canadians are bracing for worst-case scenarios, adjusting their financial plans to safeguard against potential downturns,” says Li Zhang, financial literacy leader at CPA Canada.

Despite widespread concern, the survey reveals a notable contrast in financial resilience between generations. Only 22 per cent of Canadians aged 55 and over report feeling better about their finances than last year, compared to 35 per cent of younger Canadians.

“Unfortunately, this generational divide points to how fragile older generations view their financial situation, many of



whom are worried they have insufficient retirement savings or may face higher healthcare costs,” says Zhang.

Although Canadians are adjusting their spending habits, there remains a significant gap in financial readiness. Many may not fully grasp that even as inflation slows, prices are unlikely to return to “normal.”

“When we talk about inflation and the rising cost of living, it’s important to remember that prices don’t typically go down,” Zhang explains. “If a bag of frozen corn went from \$1.99 to \$2.99, even if inflation drops, it won’t go back to \$1.99. This is the new normal, and consumers need to factor it into their financial planning.”

[Read more on Canada’s Grocery Wars here.](#)

### FINANCIAL LITERACY REMAINS KEY FOR LONG-TERM STABILITY

Financial strain is pushing some Canadians into difficult trade-offs. CPA Canada’s survey data shows that while only one-quarter of Canadians prioritize paying down debt,

14 per cent continue to maintain savings, despite [reports of high-interest debt levels](#) across the country.

“For some, the idea of not having any savings feels like failure, even when paying over 20 per cent interest on a credit card,” says Zhang. “It may not be rational from a numbers perspective, but money is deeply emotional. Carrying debt has become normalized in Canada, and many people prioritize saving even when it would be more financially smart to pay down what they owe instead.”

As Canadians face ongoing economic anxiety, financial literacy and strategic debt management have become more critical than ever. Short-term relief from spending cuts may ease immediate pressures, but CPA Canada’s experts urge Canadians to take a long-term view of their financial health. Financial stability is not just about reducing costs and increasing savings, it’s about proactively managing debt and preparing for future uncertainty.

Please see the data below which compares regional responses for Saskatchewan/Manitoba to the national averages:

Compared with one year ago, how are you feeling about your personal financial situation?		
	Nationally	SK/MB region
Increasingly positively	7%	7%
Somewhat more positive	19%	16%
Somewhat more negative	26%	12%
Increasingly negative	8%	14%
Neutral	40%	51%

Rank these current economic factors from most impactful to least impactful on your personal finances		
	Nationally	SK/MB region
Inflation and other costs of living	40%	46%
Housing prices or rent	24%	20%
Labour Market (risk of job loss, wage growth, etc.)	13%	13%
Political Uncertainty in Canada	9%	7%
Interest rates	9%	7%
The economic climate is not affecting my personal finances	5%	5%

How are you adjusting your financial planning in light of the current economic climate? (can answer more than one)		
	Nationally	SK/MB region
Reducing spending	66%	69%
Paying off debt	24%	29%
Increasing short-term savings	14%	16%
Diversifying investments	10%	6%
No change	17%	13%

How much does the broader economic climate factor into your feelings about your personal finances?		
	Nationally	SK/MB region
Plays a large factor	23%	24%
Somewhat plays a factor	53%	52%
Does not play a factor	14%	10%
I don’t know	9%	14%

# STAY UP TO DATE

## CPA CANADA'S FORESIGHT INITIATIVE



### THE ROLE OF THE CPA IN CERTIFYING THE DIGITAL WORLD OF AI

Season 6, Episode 6: [The role of the CPA in certifying the digital world of AI](#) – Simon Dermarck, associate professor of accounting at HEC Montreal, offers a unique perspective on how CPAs can expand their roles beyond traditional financial reporting to become auditors of the information economy.

## SUSTAINABILITY

### NOTHING BUT NET ZERO

Take a look at the [role of carbon credits](#) in sustainability programs, the market challenges, credibility issues and the evolving interest in voluntary carbon markets, in particular when it comes to accounting standards and transparency.

### DECODING CANADA'S NEW SUSTAINABILITY DISCLOSURE STANDARDS

The Canadian Sustainability Standards Board (CSSB) officially released its first [Canadian Sustainability Disclosure Standards \(CSDSs\)](#) on Dec. 18, 2024, which are aligned with the International Sustainability Standards Board's (ISSB) standards, with additional transitional reliefs. These Canadian standards include CSDS 1: General Requirements for Disclosure of Sustainability-related Financial Information and CSDS 2: Climate-related Disclosures. Both CSDS 1 and CSDS 2 take effect for voluntary adoption in annual reporting periods beginning from Jan. 1, 2025.

## SOCIAL IMPACT

### KEY TAKEAWAYS FROM CPA CANADA'S RECENT AML PANEL

From crowdfunding to sanctions, CPAs must [understand the risks and applicable requirements](#) when it comes to anti money laundering and anti terrorist financing.

### COMMUNITY FINANCIAL LITERACY SESSIONS

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

## AUDIT & ASSURANCE

### AUDITOR REPORTING GUIDE: REPORTING IMPLICATIONS OF CANADIAN AUDITING STANDARDS (CAS)

Boost your practice's performance and reputation with the fifth edition of CPA Canada's Guide, [Reporting Implications](#)

of the [Canadian Auditing Standards \(CAS\)](#). The purpose of this publication is to promote consistency in the form and content of practitioners' reports by providing guidance with respect to commonly occurring circumstances.

### CPAB'S PLAN TO SHAPE FUTURE OF AUDITS

Amid a wave of technological innovation and rapidly evolving priorities, the Canadian Public Accountability Board (CPAB) is taking decisive steps to [shape the future of audit oversight](#) with its 2025–2027 strategic plan.

## TAX

### TAX UPDATES

CPA Canada recognizes the importance of certainty in tax matters for businesses and will continue to monitor developments, providing updates as they become available. To receive regular updates, [login](#) with your CPA Canada account credentials and select Tax Newsletter under Topics of Interest.

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

## DATA AND TECHNOLOGY

### BUILDING A CPA'S TECH TOOLBOX FOR 2025

Generative AI, automation, cloud computing and data analytics all offer [opportunities for CPAs to boost efficiency](#). As AI reshapes financial workflows and automation becomes the norm, Canadian CPAs find themselves at a technological crossroads. The choices facing today's accounting professionals can seem overwhelming, so which tools truly deserve a place in a modern accountant's arsenal?

### AI IN ACTION: TRANSFORMING CANADA'S PUBLIC SECTOR

From streamlining bureaucracy to disaster preparedness, [artificial intelligence is reshaping public services](#), but ethical and transparency challenges loom.

## BUSINESS AND ECONOMICS

### INTRODUCTION TO EMPLOYEE OWNERSHIP TRUSTS

An attractive new solution to the problem of [business succession in Canada](#). In 2024, the Canadian government passed new legislation to encourage Canadian business owners to sell to their employees, including an exemption for the first \$10 million of capital gains.





# REGULATORY MATTERS

## CONGRATULATIONS TO OUR NEW MEMBERS

### NEW MEMBERS THROUGH GRADUATION

Brooke Bauck, CPA  
Erin Blomquist, CPA  
Tristan Carlson, CPA  
Lois David, CPA  
Byron Davidson, CPA  
Angeline Day, CPA  
Jaclyn Epp, CPA  
Taylor Fisher, CPA  
Kirandeep Gill, CPA  
Travis Greiner, CPA  
Nicholas Grona, CPA  
Mia Hanson, CPA  
Vanessa Heal, CPA  
Alyssa Heard, CPA  
Brandon Jesse, CPA  
Stacey Kelly, CPA

Kayden Litzenberger, CPA  
Tyrell Mabee, CPA  
Ashton Magotiaux, CPA  
Brooke Nault, CPA  
Hoang Dan Ngo, CPA  
Joshua Noel, CPA  
Connor Phaneuf, CPA  
Jolene Pinay, CPA  
Sidney Schick, CPA  
Jared Simicic, CPA  
Jagmeet Singh, CPA  
Adrianna Walkington, CPA  
Kaydean Walters, CPA  
Rae-Anne Watier, CPA  
Carley Wild, CPA  
Jiayu Zheng, CPA

### NEW MEMBERS TO SK

Nelson Allan, CPA  
John Cameron, CPA, CA  
Mohammed J. Y. Haboush, CPA, CGA  
Hussain Haji, CPA, CA  
Saiyid Husain, CPA, CA  
Lindsay Kaminsky, CPA, CPA  
Glenda Knez, CPA, CMA  
Indhyra Helfrich Linares, CPA  
Qing Lu, CPA, CA  
Kara Mah, CPA, CPA, CA  
Lynn Mathieson, CPA, CA  
Susan McKinnon, CPA, CGA  
Wade Paget, CPA, CA  
Matthew Routledge, CPA  
Brian Stern, CPA, CMA  
Lisa Tutthill, CPA, CGA

## IN MEMORIAM

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

- **Dale Warren G. Johnston**, CPA, CMA from Saskatoon on November 18, 2024
- **David Wayne Ledgerwood**, CPA, CA from Saskatoon on July 28, 2024
- **Frank Moore**, CPA, CA from Saskatoon
- **Grant M. Ward**, CPA, CMA from Saskatoon on January 7, 2025

Our thoughts are with their families and friends.



The Institute of Chartered Professional Accountants of Saskatchewan

### NOTICE OF DISCIPLINE DETERMINATION AND ORDER

#### NOTICE OF EXPULSION

On November 21, 2024 and March 29, 2025, the Discipline Committee of the Institute of Chartered Professional Accountants of Saskatchewan issued its Determination and Order, respectively for:

#### DONALD HENRY WINDELS

The former member has been found guilty of professional misconduct under Section 26 of *The Accounting Profession Act* in respect of services provided as an Executive Director for and a Director of a not-for-profit organization and related entities from 2008 to 2021.

Specifically, Windels:

- Held positions of trust for a not-for-profit organization mandated to support vulnerable persons and did not conduct himself with integrity, objectivity or competence.
- Engaged in various instances of transactions over several years which were not within the charitable mandate of the not-for-profit organization, and which used the resources of the not-for-profit organization for personal benefit to him or his family.
- Did not exercise appropriate moral behaviour and awareness of professional standards related to financial reporting or conflict management.
- Did not act in a manner that maintained the good reputation of the profession.

The Discipline Committee of the Institute of Chartered Professional Accountants of Saskatchewan ordered the expulsion of Donald Henry Windels. Having been expelled, this individual shall not use either the title 'professional accountant' or the professional designations 'Chartered Professional Accountant' or 'Certified General Accountant', or the initials 'CPA' or 'CGA' in Saskatchewan.

Visit [www.cpask.ca](http://www.cpask.ca) for the full [Determination and Order](#).

Authorized by:  
Leigha Hubick, CPA  
Registrar

April 3, 2025



## REGULATORY NOTICE



The Institute of Chartered Professional Accountants of Saskatchewan

### NOTICE OF FIRM REGISTRATION CANCELLATION

On April 30, 2025, the Institute of Chartered Professional Accountants of Saskatchewan cancelled the registration of the following suspended firm:

**H&S CPA P.C. LTD.**

The registration of this suspended registrant has been cancelled pursuant to Regulatory Bylaw 33.5 and Regulatory Board Rule 333.13 due to non-compliance with Board Rule 333.3 (Firm Renewal and Firm Fees).

This former registrant may not use either the title 'professional accountant', the professional designation 'Chartered Professional Accountant', or the initials 'CPA' in Saskatchewan.

Authorized by:  
Leigha Hubick, CPA  
Registrar

April 30, 2025

# Indigenous Learners in Accounting



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